



Administrative Procedure 5020

Collective Bargaining – Employee Participation

Board Governance Policy Cross Reference: [1](#), [4](#), [9](#), [12](#), [15](#)

Administrative Procedures Cross Reference:

Form Cross Reference:

Legal/Regulatory Reference:

Date Adopted: November 2005

Date Amended: December 2017

The Division recognizes the need and right of individual employees to participate in the collective bargaining process as representatives of their colleagues without fear or concern of retribution and without loss of pay or benefits.

In doing so, every effort shall be made to conduct negotiations between the parties at such times that employees will be able to fulfill their job responsibilities and relief workers will not be required.

The Division may, upon the recommendation of its Negotiations Committee, agree that negotiations take place during employees' regular working hours with the cost of replacement workers to be borne by the Division, unless otherwise agreed upon by the parties.