

## Academic Labor Relations

<b>Role/Title and Responsibilities</b>	<b>Special Advisor on Labor Relations</b>	<b>Interim Associate Vice Provost for Academic Personnel</b>	<b>Labor Relations Officer</b>
<b>Labor Management Committee</b>	Lead United Academics (UA) and United Electrical, Radio and Machine Workers of America (UEW) labor management committee meetings.	Inform Special Advisor of issues that may need to be discussed at labor management committee.	Participate in UA and UEW labor management committee meetings and implementation of any necessary topics to be addressed.
<b>Research</b>	<p>Conduct research on trends in labor relations related to faculty and graduate student unions in higher education and collective bargaining agreement (CBA) topics as they arise</p> <p>Inform leadership of these trends to foster a proactive stance for the institution.</p>	<p>Determine necessary changes to internal Office for Academic Personnel (OAP) processes following consultation with the Labor Relations Officer.</p> <p>Meet with Special Advisor to discuss trends in labor relations.</p>	<p>Identify potential impact of research trends on the current internal OAP processes.</p> <p>Meet with Special Advisor to discuss trends in labor relations.</p>
<b>Implementation of the CBAs</b>	Confer as needed with AVP for Academic Personnel and the Labor Relations Officer on implementation processes.	Approve day-to-day business/HR transactions that result from the CBAs.	<p>Oversee day-to-day responsibility for the implementation of the CBAs (e.g., grievance process, disciplinary action, leave requests, etc.).</p> <p>Inform the Special Advisor of OAP's progress in implementing the CBAs.</p>

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<b>Interpretation*</b>	Collaborate with leadership in the interpretation of the CBAs. Consider the institution's past practice.	Provide guidance and interpretation as needed.	Provide preliminary interpretation and implementation of the CBAs in collaboration with the OAP.
<b>*Note: the final interpretation of the UA-UNM and UEW CBAs is the responsibility of the UNM Provost/EVP</b>			
<b>Impact bargaining</b>	Lead impact bargaining, as required, for matters raised by UA, , or the Administration.	In collaboration with OAP, determine implementation needs following the conclusion of impact bargaining.	Participate in impact bargaining, as required, for matters raised by UA, or the Administration.
<b>Communication: external</b>	Develop communications, in coordination with the Academic Affairs communication manager and the provost to enhance transparency and improve clarity for our stakeholders.	Stay abreast of OAP's progress in implementation and consult with the Labor Relations Officer and the Special Advisor about the need to issue external communication.	Review and offer feedback on external communication focused on CBA implementation.
<b>Communication: internal</b>	Serve as point of contact for internal communications with UA and UEW.	Collaborate with the Special Advisor and the Labor Relations Officer to ensure internal communications are consistent.	Collaborate with the Special Advisor to ensure internal communications are consistent.
<b>Policy</b>	Consult with the Interim Associate Vice Provost on policy recommendations	Discuss with the Special Advisor policy recommendations arising from the Faculty Senate's Policy	Discuss policy recommendations with the Special Advisor and the Interim Associate Vice Provost and

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	that may impact terms and conditions of employment.	Committee that may impact terms and conditions of employment and consider the relevant process-related impacts.  Following discussion with the Special Advisor, offer recommendations to the interim provost/EVP related to policy considerations.	identify the relevant process-related impacts.
<b>Professional development</b>	In consultation with the Assistant Vice Provost for Faculty Development, identify the professional development needs related to collective bargaining and agreement implementation.	Communicate and consult with the Assistant Vice Provost for Faculty Development and the Special Advisor on Labor Relations on professional development needs related to collective bargaining agreement implementation.	Assist with professional development initiatives as needed.