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Chapter: Board of Trustees

Modification No. 002

Subject: **Labor Relations**

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- I. The Board of Trustees of Montgomery College is responsible for extending to any employee organization certified as exclusive representative the right to represent the public employees of the unit involved in collective bargaining and in the settlement of grievances as set forth in Maryland law. It is the practice of the Board of Trustees to encourage collaborative approaches to labor relations which establish and enhance positive collective bargaining relationships in accordance with Section 16-701, *et seq.* of the Education Article of the Annotated Code of Maryland (the "Act"). The Board of Trustees recognizes that faculty and staff, including those represented by employee organizations, are essential to achieving the Montgomery College's mission.
- II. The Board of Trustees further recognizes that duly certified employee organizations and Montgomery College representatives are responsible for negotiating in good faith with respect to wages, hours, and other appropriate terms and conditions of employment. As such, the Board of Trustees encourages the use of processes which foster an atmosphere of civility, mutual respect, and trust, and ultimately result in sustainable collective bargaining agreements administered in a manner which promotes positive and pro-active relationships with employee organizations.
- III. The Board of Trustees authorizes the president to establish any procedures necessary to implement this policy.

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Board Approval: December 13, 2010; March 20, 2024.