

June 18, 2021

**Article XXI Section E - Step Four: Notice of Intent to Arbitrate**

Review Committee:

This Notice follows the HOA's grievance (#21-10818) dated May 6, 2021 and the Employer's denial of the Grievance dated June 11, 2021.

The issue for arbitration is: Did the Employer violate the parties' Agreement by refusing to provide the HOA, upon its request, with the attachments referred to in agendas and minutes for those committees that include an HOA-appointed representative?

The directly implicated contract provisions are those in Article XXXI: "Committee Membership."

The parties' labor contract includes a blanket promise for the "[m]inutes, communications, and agendas of committees containing an Association member," but the Employer refuses to provide documents specifically referred to in those selfsame minutes, communications, and/or agendas. The Employer's rationale is that those attachments "are not communications of the GMEC," and that the HOA can "obtain copies of documents related to [ ] academic proceedings" from individual Union members. The requested documents are part and parcel of the minutes and agendas and the explicit language of the Agreement, along with the parties' intent, mandates their responsive production.

The HOA is open to mutual selection of an arbitrator. Please forward names of potential arbitrators should you wish to do so, and we will respond in kind with either a selection or a new list of HOA-approved arbitrators. If the parties cannot agree, the HOA will contact FMCS for a panel.

Sincerely,



Robin Tarter  
Executive Director, HOA  
On behalf of the Association