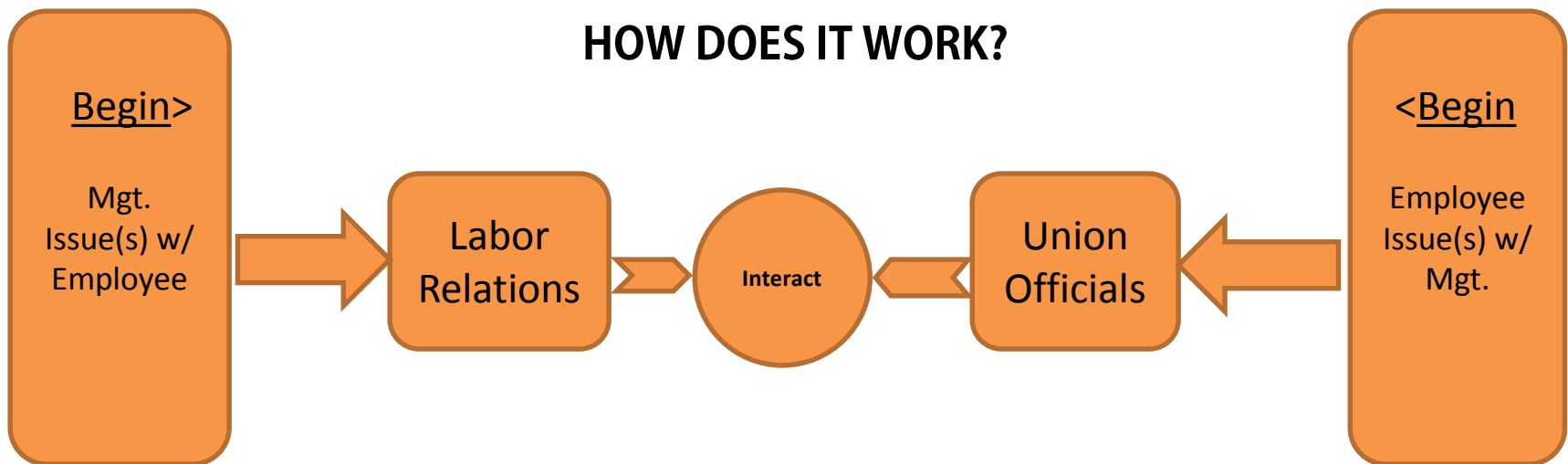


Pattern of Interaction regarding Nonacademic Represented (Unionized) Employees



Labor Relations is the official representative of/advisor to management on nonacademic contractual issues (misbehavior, poor performance/attendance, discipline, or any other issues that could end up in the grievance procedure), and the 'Union' is the official representative of their represented employees. Unionized Employees are not 'free agents' who may negotiate their own personal conditions of work with individual supervisors/managers or S/C/Ds.