

Article XII.

Faculty Representative Group (PCCEA) Rights

A. Representation and Association Rights

PCCEA members and officers will be permitted to participate in legitimate association business, to include representation of employees. Representation is defined as any activity in which a Faculty member or PCCEA official accompanies, advises, or helps in the preparation of materials for another Faculty member. At a Faculty member's written request, PCCEA or another Faculty member may speak for or represent him/her when (s)he is not available because of an authorized leave, or when his/her circumstances preclude adequate self-representation. A group of Faculty members who share an identical concern(s) may request, in writing, that PCCEA file a grievance on their behalf.

No harassment will be tolerated against a PCCEA representative because of his/her membership in PCCEA or participation in legitimate business and/or PCCEA activities.

Designees of PCCEA shall be permitted to transact official PCCEA business on College property, provided that this shall not interfere with their contractually assigned duties and responsibilities.

Refer to the *Personnel Policy Statement for College Employees* for further information about representation during corrective, disciplinary and grievance procedures.

B. Communications

Given adequate institutional resources, the College agrees to provide physical bulletin board space on the Community Campus, Desert Vista Campus, Downtown Campus, East Campus, Northwest Campus, and West Campus for the exclusive use of PCCEA for posting official notices pertaining to PCCEA business. With prior approval from the Campus President, the PCCEA campus representative(s) may briefly present Faculty-related information during Campus Faculty or Division meetings. PCCEA may use the College mail services and Faculty mailboxes for internally generated communications to Faculty members, but it shall pay its own United States postage costs.

PCCEA may use College resources to advise Faculty on legislative developments and to promote civic responsibility. Pursuant to Arizona Revised Statute 15-1408, however, PCCEA may not use College resources to influence the outcome of elections.

The PCCEA web address is: <https://www.pima.edu/faculty-staff/employee-organizations/pccea/>.

C. Information

The College agrees to make available upon request, data and information, which may be necessary for a grievant to process any grievance or complaint.

The College shall make available to a PCCEA designated official a copy of the Board agenda and packets for public meetings by 4:00 p.m. on the Friday immediately preceding any Wednesday meeting of the Board, if possible.

D. Designation of Meet and Confer Teams

At the beginning of the academic year, the College shall credit PCCEA with paid reassigned time equivalent to 45 load hours. Such time shall be used by PCCEA for the purposes of transacting PCCEA business, processing grievances, and engaging in meet-and-confer sessions with the College.

Release of Faculty for reassigned time is subject to the approval of the appropriate Campus President. The PCCEA President will notify in writing, the Chief Human Resources Officer, in a timely manner, the allocation of reassigned time.

By November 15 of each year, management and the PCCEA shall make known the identity of the persons designated to serve on their respective meet-and-confer teams.

E. Use of Facilities

Upon written request and with reasonable notice, the College shall make available to the Faculty Representative Group (PCCEA) an appropriate room for meetings, so long as PCCEA use does not interfere with the officially scheduled operation of the College.

PCCEA may use College office equipment and copy machines and audio-visual equipment (e.g., slide and film projectors, opaque's and screens) when such equipment is not otherwise in use. PCCEA shall furnish its own consumable supplies and pay any lease costs for printing and copying.

F. Office Facilities

The College agrees to provide to PCCEA at least 150 square feet of office space in a mutually acceptable location. Faculty members shall be permitted to receive telephone calls from PCCEA agents or representatives in their offices.

G. Statutory Changes

1. Improvements in Faculty benefits which are brought about by the amendment or addition of statutory guarantees now provided in Arizona law should be incorporated into this policy statement.
2. Reduction or elimination of Faculty benefits which are brought about by the amendment or repeal of statutory guarantees incorporated into this policy statement should obligate the parties, within ten days of such reduction or repeal, to negotiate for an acceptable alternative benefit.

H. Meet and Confer Cost

Cost and expenses incurred in securing and utilizing the services of a consultant are the responsibility of the party engaging in this service.