



## **CALIFORNIA NATIONAL GUARD LABOR MANAGEMENT COUNCIL – FORUM**

### **Ground Rules**

1.
  - a. The LMC Forums will be held each quarter.
  - b. LMC members will be notified of the Date, Time, Location, and Agenda five (5) days prior to the forum.
  - c. Recommendations growing or developed out of the forums are not binding on the parties.
  - d. Recommendations developed by the LMC do not relieve the parties of their responsibilities under 5 USC Chapter 71, or applicable Collective Bargaining Agreement
  - e. No grievances shall be discussed and no bargaining shall take place.
  - f. Topics that could lead to grievances may be discussed.
  - g. Information by the unions or management in the Forum may not be used/shared by the parties outside the LMC. Such information must be respected in the spirit in which the information was shared.
  - h. Each person wishing to speak shall be recognized by the Chair before speaking.
  - i. The Chair shall recognize a motion from any party to table a topic for further study.
  - j. All decisions made by the LMC, by itself and/or its subordinate entities shall be arrived at by the process of mutual consensus.
  - k. Each topic shall be discussed fully and action reached before proceeding to another topic or tabled. Where mutually satisfactory decisions are not reached, the topic shall be cancelled, reverting to its proper place in the labor-management relationship; for instance – grievance procedure, negotiations etc.