

**Northern New Mexico College
HUMAN RESOURCES POLICY**

Subject:	"Meet & Confer Resolution"
File Reference:	3.18
Date Approved By Board of Regents:	September 16, 1999
Replaces Policy Approved On:	

Purpose:

Policy: RESOLUTION

Board Findings

1. The Board of Regents of Northern New Mexico Community College regards the interests of its employees as an important priority;
2. The maintenance of mutual confidence and trust requires open communications between the Board and administration, on one hand, and Northern New Mexico Community College employees, on the other;
3. Attention to employee concerns is important to maintaining the motivation and satisfaction of Northern New Mexico Community College employees; and
4. The Board would like to maintain a dialogue with all employees;

Now Therefore Be it Resolved by the Board of Regents of Northern New Mexico Community College:

1. That the Board of Regents and Administration shall continue to promote communication with all employees through informal "meet and confer" or other similar advisory discussion formats, according to methods and processes to be established by the President.
2. The Board of Regents hereby authorizes the President, in his discretion, to meet with all employees to receive input on issues of employee concern. The President may also appoint employees to committees and receive input in writing on employee issues, which shall be considered advisory recommendations on issues of common interest between the Board of Regents and Northern New Mexico Community College employees.

Adopted by unanimous vote of a quorum of the Board of Regents at its duly-called regular meeting of August 25, 1999.

BOARD OF REGENTS OF NORTHERN NEW MEXICO COMMUNITY COLLEGE

By: Nick Vigil, Chair

Date: 9-16-99

Attest: Nelson D. Cournoyer, Board Secretary

Date: 9-16-99

“Meet and Confer” Definition and Rationale

Since the time the Board of Regents began considering rescinding the Board's policy on collective bargaining, the term "meet and confer" has been utilized to describe the manner in which the College would interact with employee groups, such as New Mexico Federation of Education Employees (NMFEE), and College employees once collective bargaining was no longer applicable. Discussion with the NMFEE and college employees has revealed a wide variety of interpretations of the meaning of this term. In order to clarify this situation for all parties, meet and confer will have the following meaning in the context of its use at Northern New Mexico Community College:

1. Open dialogue with all employees is encouraged. Employees may speak for themselves or they may choose to have an organized group speak on their behalf. No employee or group shall have an elevated status over other employees or other employee groups.
2. The President or other administrative staff may meet with employees and/or employee groups in an open setting on a periodic basis, as determined necessary by the President. At such meetings, participants may speak out about their concerns and make recommendations on how the College could take action to address those concerns. Participants may also present their concerns in writing at, or before such meetings.
3. The President will determine what, if any, action will be taken regarding any issue raised in such meetings. Whatever action may be taken by the College may be formalized by adoption of policy or resolution by the Board of Regents but shall not result in a written agreement or negotiated contract with an organized group.

Adopted by unanimous vote of a quorum of the Board of Regents of Northern New Mexico Community College at its duly-called regular meeting of August 25, 1999.

BOARD OF REGENTS OF NORTHERN
NEW MEXICO COMMUNITY COLLEGE

By
Nick Vigil, Chair
Date:
Attest:
Board Secretary

Date:

Procedures:

Cross Reference: