

ARTICLE 9

SPECIAL CONFERENCES

Special Conferences mutually agreed upon, will be arranged between the Union President or designee, and the Director, Human Resources or designee, for purposes of discussion of important matters. Such meeting shall be between no more than four (4) representatives of the Employer and no more than four (4) representatives of the Union. Written arrangements for such Special Conferences shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested and agreed upon. Matters taken up in Special Conference shall be confined to those included in the agenda. The members of the Union shall not lose time or pay for time spent in such Special Conferences. Special Conferences called to discuss disciplinary actions shall freeze any and all time limits of the Grievance Procedure.