

Typically, “Meet and Confer” (M/C) is used by employees to engage a labor organization to assist them in discussions with management over issues of concern, often related to compensation, benefits and terms of employment.

However, the M/C process that will be an option for graduate assistants and adjunct faculty on University System of Maryland (USM) campuses is different from collective bargaining. While collective bargaining is very structured and limits discussion on major issues to formal negotiations between unions and management, M/C will involve open discussion of those issues:

There is no

Any options agreed to in the M/C process that are amenable to formalization as policy will be documented as such, after review and adoption through appropriate institutional decision-making processes. The institution always will give very serious consideration to the information, views and suggestions gained from the meet and confer process in any relevant policy decisions regarding GAs and AF, but the institution retains final authority over those decisions.

The M/C process is available to GAs who are covered by the USM Policy on Graduate Assistants, No. III--7.11, and AF, as defined in USM Policy on the Employment of Adjunct Faculty, No. II—1.07.



GAs and AF will be able to decide whether they would like to be represented by an organization, which may include a union. If yes, they will then have the chance to select a specific representative.

How will the selection process operate?

Whatever decision GAs and AF make-- if they chose outside representatives or if they prefer not to go with an outside representative—the institution will welcome GAs, AFs, and representatives in regular, serious discussions about their concerns, needs, and