

Phase 1
Job Aid for Management
Management Rights and Requirements

Action
<p>CWA-Covered Agencies: As stated in CWA CBA Article 5 Section 2, Employer shall provide the Union with reasonable notice under circumstances of contemplated action and bargain with Union in good faith prior to implementing any change in existing terms or conditions of employment relating to the following Management Rights:</p> <ul style="list-style-type: none">• Determine the location and operation of its organization;• Provide reasonable rules and regulations governing the conduct of employees;• Provide reasonable standards and rules for employees' safety; &• Determine scheduling.
<p>AFSCME Covered Agencies: As stated in the AFSCME CBA Article 18 Section 2, Employer shall provide the Union with reasonable notice under circumstances of contemplated action and bargain with Union in good faith prior to implementing any change in existing terms or conditions of employment relating to the following Management Rights:</p> <ul style="list-style-type: none">• Determine the location and operation of its organization;• Provide reasonable rules and regulations governing the conduct of employees; &• Provide reasonable standards and rules for employees' safety.
<p>Before making adjustments to the above stated Management Rights, contact SPO Labor Relations at Labor.Relations@state.nm.us.</p>