

ARTICLE VIII -- UNION ACCESS

Non-employee Union Staff Representatives and employee Union Representatives shall be certified, in writing, to the Administrative Director for Labor Relations by the FOP. The Union agrees that activities by both Union Representatives and non-employee Union Staff Representatives shall be carried out in such a fashion as not to interfere with normal work production. Non-employee Union Staff Representatives shall not contact employees, including Union Representatives, during regular working hours without the approval of the applicable supervising administrator, and such approval shall not be unreasonably withheld. Non-employee Union Staff Representatives shall be permitted access to M-DCPS work sites regarding any critical incident when FOP legal services are needed for the purpose of conferring with the supervising administrator, and shall be allowed to conduct Union business in non-working areas during employees' duty-free time.

A critical incident is any situation involving a shooting, traffic investigation with serious injury, serious use of force involving injury, potential criminal arrest of an employee or an in-custody death.