

ARTICLE VI -- GENERAL PROVISIONS

Section 1. DCSMEC and its members agree fully to abide by laws and regulations of the federal and state governments prohibiting discrimination, to support actively and fully the affirmative action policies, programs and plans of the school system, and to actively encourage qualified applicants of all ethnic groups and both sexes to seek available promotional opportunities in M-DCPS.

Section 2. DCSMEC agrees to represent the interest of all employees in the unit, in accordance with law.

Section 3. Members of the unit will have the opportunity to process complaints and grievances under the terms of this Contract in accordance with procedures set forth in Article VII.

Section 4. The Superintendent agrees to notify DCSMEC of any proposed amendment or change in any rule, policy, law or statute that will affect in any way the employment conditions of the employees in this unit.

Section 5. Representatives of DCSMEC will be provided opportunity to appear before the Board in public hearings on matters not covered by this Contract in accordance with the procedures set forth in Board Rules.

Section 6. Opportunity will be provided for the designated representatives of DCSMEC and the Assistant Superintendent for Office of Facilities Management or his/her designated representative to meet periodically at mutually agreeable times on matters of mutual interest and concern, outside the terms of this Contract, with meetings to be initiated by either party.

Section 7. DCSMEC recognizes that the M-DCPS has entered into collective bargaining agreements with other labor organizations covering other units of employees and, to the extent required by PERA, will comply with those agreements.