

## APPENDIX Q

### COMPENSATION MARKET EQUITY LABOR MANAGEMENT COMMITTEE

APC and CSU share a recognition of the importance of identifying and addressing market equity issues that may exist in the compensation of Unit 4 employees. The parties therefore agree to form a Labor Management Committee to study these issues, which will include, but not be limited to, identifying what, if any, market equity disparities currently exist in Unit 4 and developing strategies to address the elimination of current and future disparities.

The Committee shall consist of four voting members selected by APC and four voting members selected by CSU. The Committee shall operate by consensus. Release time shall be provided to members of the Committee for the purpose of participating on the Committee pursuant to provision 8.11.

The Committee shall hold its first meeting within sixty (60) days following the date of this agreement. No later than eighteen (18) months after its first meeting, the Committee shall forward its recommendations to APC and CSU. It is agreed that any recommendation(s) within the scope of representation shall be subject to the meet and confer process at the first time that the parties' collective bargaining agreement, in full or in part, is open for negotiation.