1.0 **Employer-Management/Confidential Employee Relations**

1.1 The Los Rios Community College District, as an employer, will establish relations with its management and confidential employees, which will ensure communication through:

1.1.1 the clarification of goals and priorities;
1.1.2 the exploration of points of view and desires;
1.1.3 the utilization of outside assistance or research to verify facts which may be at issue;
1.1.4 staff development.

2.0 **Consultation with Management and Confidential Employee**

2.1 The goals of consultation shall be:

2.1.1 to obtain understanding of proposals;
2.1.2 to develop a problem-solving basis for action;
2.1.3 to seek common values;
2.1.4 to develop effective continuing relationships;
2.1.5 to assure representation in participatory governance.

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**Policy - 9000 Management and Confidential Personnel**

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