

**2018 CITY OF SAN JOSE – AMSP NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY-WIDE LABOR MANAGEMENT COMMITTEE

City's Proposed Language:

ARTICLE 18 UNION/CITY COMMITTEE (UCC)

- ~~18.1 Purpose: To serve as an advisory committee and to facilitate employee involvement in issues which affect the immediate work environments. To provide regular communication between the Union and the City, to address workplace issues, and to facilitate positive Union-City relations.~~
- ~~18.2 Structure: The Union/City Committee is established by mutual agreement. The City and the Union shall each select their own representatives and in equal number, with no more than three on each side. Each side is encouraged to propose issues for discussion, and the committee will jointly set priorities. Decision-making within this forum will be by consensus. The UCC will set up regular meetings and a means for calling additional meetings to handle issues on an ad-hoc basis.~~
- ~~18.3 Authority: The UCC are not authorized to meet and confer or create contractual obligations nor are they to change the MOA to authorize any practice in conflict with existing contracts or rules. The Office of Employee Relations and AMSP/IFPTE Representative/Organizer will be involved in UCC meetings upon request, and the UCCs should keep both parties informed of their discussions and any written material they generate.~~
- ~~18.4 The UCC has the authority to set up subcommittees, departmental committees and ad hoc committees when it deems them appropriate and necessary. The Committee will act as a steering committee for subcommittees.~~

ARTICLE 18 CITY-WIDE LABOR MANAGEMENT COMMITTEE

- 18.1 Purpose: To provide regular communication between the Union and the City, to solve workplace issues, and to facilitate positive Union-management relations.
- 18.2 Structure: Management shall include representatives from Employee Relations. Labor shall include up to two representatives. Additional representatives may be requested to participate on specific issues. Issues for discussion and the meeting schedule will be mutually agreed upon. Decision-making will be by consensus.
- 18.3 Authority: The City-Wide Committee shall address city-wide issues. This process is not designed or intended to address individual grievances, review personnel issues, appeal disciplines, or replace the steward system.
- 18.4 Release Time: The City will provide up to one (1) hour of paid release time for up to two (2) Union representatives for the purpose of preparing for the City-Wide

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Labor Management Committee meeting, and time for attending the City-Wide Labor Management Committee meeting when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period. To the extent possible, Union Representatives will schedule preparatory meetings during their normally assigned lunch period. Employees are not eligible to receive overtime compensation for any portions of the meetings that fall either before or after the employee's regularly assigned workday.

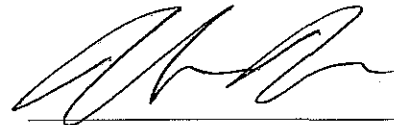
18.5 Frequency: The meetings will take place no less than one (1) time per month, unless there is mutual agreement for more or less frequency.


**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

 2/23/18
Jennifer Schembri Date
Director of Employee Relations

FOR THE UNION:

 2/23/18
Matt Mason Date
Business Representative
IFPTE, Local 21

 2/23/18
Steve Contreras Date
President, AMSP
AMSP, IFPTE, Local 21