

## ARTICLE 18 UNION/CITY COMMITTEE (Article 19 for AEA)

~~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 CAMP/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.~~

### 18.1 Joint Union/City Committee

#### A. Purpose

1. There shall be a Joint Union City Committee of no more than one (1) representatives from each IFPTE Local 21 Bargaining Unit, appointed by the Union and an equal number of representatives from the City, appointed by the Employer. The Bargaining Units referred to are CAMP, AEA and AMSP. The Joint Union/City Committee will be formed for the purpose of reviewing, discussing and resolving issues of mutual concern to the parties.
2. The Joint Union/City Committee may discuss and resolve any issues relating to the following, but not excluding any not mentioned:
  - i. Retention issues
  - ii. Recruitment issues
  - iii. Changes to job duties/job classifications
  - iv. Working above classification
  - v. Work Place issues, including safety
  - vi. Staffing
  - vii. Reclassification/Reallocation
  - viii. Impact on the workforce as a result of business changes that would result in elimination of positions, consolidations, or shared entities.

### 18.2 Compensation

*AEA, CAMP & AMSP and IFPTE LOCAL 21 reserves the right to propose, alter, modify, or withdraw a proposal at any time prior to a final agreement.*

If an employee committee member is regularly scheduled to work during the time in which the committee meeting is held, the employee representatives on the Committee shall be compensated at straight-time pay for attendance at Committee meetings..

18.3 Frequency of Meetings

A. The Joint Labor-Management Committee will meet not less than one (1) times per month, except by mutual agreement.

18.4 Attendance

The Union will notify the Employer within a reasonable time if an employee not on the Committee List is needed to attend the meeting to speak on an issue. The Employer will not deny their attendance unless there is a legitimate business reason to do so.

18.5 The Employer will make every effort to have managers from each department, who have decision making ability, that appear on the agenda for discussion in order to best resolve such disputes.

18.6 Dispute Resolution

Disputes within the Joint Union/City committee shall not be subject to the Grievance or Arbitration provisions in the Bargaining Unit's Contracts (AEA, CAMP, AMSP). However, this paragraph shall not prevent an employee, the Union or the City from subsequently pursuing an otherwise grievable issues through Grievance and/or Arbitration.

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