2020 CITY OF SAN JOSE – POPRA NEGOTIATIONS
TENTATIVE AGREEMENT

CITY PROPOSAL TO POPRA – LABOR MANAGEMENT COMMITTEES

City Proposed Language:

ARTICLE XX LABOR MANAGEMENT COMMITTEES (LMC)

XX.1 Purpose. To serve as an advisory committee and to facilitate employee involvement in issues which affect the immediate work environment and to facilitate positive union-management relations.

XX.2 Structure. The Department may set up a committee based upon mutual agreement with Labor selecting one (1) employee representative for the committee. There may be alternates as appropriate. All participants are encouraged to propose issues for discussion, and the committee will set priorities. Decision making within this forum will be by consensus. The LMCs will schedule quarterly meetings, and establish a method for calling additional meetings to handle issues on an ad hoc basis.

XX.3 Authority. LMCs provide a forum for discussion of employee and management concerns and may recommend solutions. LMCs may be used for a preliminary review of department initiated changes to policies or practices. Guidelines will be issued by the Office of Employee Relations on the types of subjects that would be appropriate for discussion e.g., alternate work schedules, shift bidding, vacation bidding, internal transfer policies, clarification of rules and departmental procedures, rumor control etc.

The LMCs are not authorized to meet and confer to create contractual obligations, nor are they authorized to change the MOA to authorize any practice in conflict with existing contracts or rules.

The Office of Employee Relations and the OE#3 Business Agent will be involved in LMC meetings as necessary. The LMCs should keep both parties informed of their discussions, and provide copies of any written materials they generate. The Office of Employee Relations will provide training for the committee members and an orientation for Department Directors. This process is not designed for individual grievances, disciplines or to replace the Steward system.

**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:

Elsa Cordova 1/8/2020

Elsa Cordova — Date
Assistant to the City Manager

FOR THE UNION:

Mary Blanco 1/8/2020

Mary Blanco — Date
Business Agent
OE#3