

ALP PROPOSALS – 2021 NEGOTIATIONS

ARTICLE 29 EXECUTIVE LEAVE

29.7 Further details related to Executive Leave, as well as the City's rules for the reporting of hours for salaried employees or employees exempted from the FLSA (Fair Labor Standards Act), including details related to the use of the four-hour rule, are contained in City Policy Manual Section 4.2.4, Executive Leave and Absence Policy.

ARTICLE 41 TELECOMMUTING

As a result of the Covid-19 pandemic, the Association members had to quickly shift to fulltime remote work and have remained working remotely for over a year. As the City has stated its intention is to provide ongoing flexibility and remote work opportunities when employees can perform their job functions remotely, the Association desires to discuss ongoing remote work opportunities past when employees can safely return to the office. To that end, Rrepresentatives of the City Attorney's Office management team will meet with representatives of the Association for the purposes of discussing telecommuting and alternative work schedules for employees represented by the Association in the City Attorney's Office, in a Labor Management Committee (LMC). LMCs are not authorized to meet and confer, to create contractual obligations, to modify the Memorandum of Agreement, or to authorize any practice in conflict with existing contracts, rules, City policies, or the City Attorney's discretion.

ARTICLE 43 RETURN TO WORK

The City will continue to provide the Association with advance notice on issues that are subject to the meet and confer process, including changes in the city, county, or state guidelines concerning Covid-19 and its effect on the working conditions of represented employees.