

CPPW makes the following proposal on Joint Labor and Management Committee on May 30, 2024. CPPW reserves the right to modify or adjust as negotiations continue so long as no TA has been reached.

ARTICLE ____
JOINT LABOR AND MANAGEMENT
COMMITTEE

The City and the Union agree to the formation of a CPPW Labor and Management Committee (“committee”) to study and make recommendations for issues of mutual interest to the parties.

1. The City and the Union shall each appoint not less than three (3) or more than six (6) members each to this committee. A meeting may be requested by either party. Meeting format will by default be hybrid unless an alternative format is mutually agreed upon by both parties.
2. The Joint Labor and Management Committee may consider the following topics or develop subcommittees to address different focus areas, including but not limited to: ADA Accommodations and Issues, Technology and Data Issues, Health and Safety, Health and Welfare, Reclassifications, and Telework. Any such subcommittee will consist of three (3) people appointed by the Union and (three) people appointed by the City, unless otherwise agreed by both parties.
3. The committee will meet within sixty (60) days of the signing of this agreement and a minimum of one meeting each quarter for the duration of the existing contract. Subcommittees can meet as needed.
4. A quorum of half of the City and half of the Union members is required for the committee or subcommittee to convene and make recommendations and decisions. Any decision that would require affirmation or ratification by the Union leadership or membership shall be referred to by the Union. An absent committee or subcommittee member may designate a substitute with full authority. Any committee or subcommittee member may invite one or more visitors to attend committee meetings.
5. The committee and all subcommittees shall select their co-chairpersons, comprised of one (1) Union representative and one (1) City representative, who shall serve at the pleasure of the committee or subcommittee.
6. Committee and subcommittee recommendations and decisions shall be made on a consensus basis, if possible. The committee and subcommittees shall be responsible for establishing internal decision-making processes.
7. A formal written decision or recommendation will be sent to the Director of Human Resources, or the appropriate bureau Director or relevant city official, for any issue that the Committee or any subcommittee has been requested to decide or make a recommendation regarding.

8. The Joint Labor and Management Committee and any subcommittee must provide final recommendations to the Director of Human Resources within thirty (30) days of receiving any request from the Director of Human Resources, or the appropriate bureau Director or relevant city official.
9. Recommendations by the Joint Labor and Management Committee and any subcommittee will be communicated to all affected employees by the Bureau of Human Resources within five (5) days of receiving the Committee's or subcommittees written recommendation.
10. Members of the committee or any subcommittee shall be allowed to attend committee or subcommittee meetings on-city paid time.
11. Meeting minutes shall be made and forwarded to the designated bargaining representative for the City and the Union, in addition to the designated committee or subcommittee members.
12. Nothing shall prohibit individual bureaus from creating separate Labor Management Committees with the Union to study issues of mutual interest to the individual bureaus and their employees. The committee and any subcommittee shall not amend or alter the terms or application of this Agreement.