

Modified Version of Section V. D. Labor-Management Committee

- 1. The Labor-Management Committee shall consist of ten (10) members. Membership shall include five (5) members designated by AFSCME Local 449 and five (5) members designated by Pima County.
- 2. The Committee shall meet quarterly during regular working hours, not to exceed two (2) hours. Committee members shall be compensated at their regular rate of pay for time spent attending meetings, however, members cannot incur overtime.
- 3. The purpose of the Committee is to facilitate harmonious relations between employees and County management, enhancing employee performance, maximizing efficiency, and reducing costs. This Committee is not intended to replace formal negotiation processes but to support early identification and resolution of workplace issues of mutual concern ~~to include:~~

- a. Day-to-day workplace matters negatively affecting operations (process inefficiencies, communication breakdowns, equipment limitations, service delivery challenges, access to information / resources).
- b. Workflow and staffing concerns.
- c. Facilities and workplace safety/security.
- d. Implementation of new personnel rules, policies, and procedures.

e. Any other issue agreed to by the County and AFSCME Local 449 in accordance with paragraph 4(c) below.

4. Committee agendas:

- a. ~~An agenda~~ shall be developed collaboratively and distributed at least ten (10) business days in advance of each meeting, unless mutually agreed upon.
- b. As to any item related to the subjects identified in Paragraph 3a to 3d above, either party may request to add agenda items. To the extent practicable, the party asking for an item to be included on the agenda will also provide a proposed solution to the problem.
- c. By concurrence of at least six members of the Committee, additional agenda items will be added. To the extent practicable, the party asking for an item to be included on the agenda will also provide a proposed solution to the problem.

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PROPOSED LANGUAGE RE ONBOARDING

Current Version of Section II. C. 6. e.

C. (Right of Representation)

6. AFSCME Release time may be used for the following activities:

- e. Promotion of positive AFSCME and County labor relations-the shared values of AFSCME Local 449 and the County, as outlined in the Preamble of this document. AFSCME's presentation will be based solely on this MOU and related matters, and will occur during the New Hire Orientation (Human Resources OnBoarding Program) to assist the County with employee retention and access to human resource-related supports".