

CHAPTER 19 – PERSONNEL

Sec. 19-16. Employee Organization; meet and confer process; definitions.

The following terms shall have the following definitions for this code and related ordinances, included but not limited to Ordinances 87-57, 88-13 and 88-14 as amended.

- (a) Authorized Representative means an employee organization recognized by the city pursuant to Ordinances 87-57, 88-13 and 88-14 as representing a group of public employees and which is authorized to participate in the meet and confer process for the purpose of meeting and conferring on wages, hours and working conditions.
- (b) Confidential Employee means any employee as designated by the City Manager who has access to information regarding relations between the City and its recognized employee organizations including but not limited to information affecting negotiations with the organizations or resolution of complaints or grievances relating to City Employment relations issues.
- (c) Employee Organization means an organization recognized by the City Council as authorized to represent employees in the meet and confer process as described in this chapter and other ordinances of the city for the purpose of meeting and conferring on wages, hours and working conditions.
- (d) Managerial Employee means any employee of the Public Employer involved in formulating, determining or effectuating City policies on behalf of the Public Employer or any employee having a major role in employer-employee relations on behalf of the public employer, or any employee providing direct assistance in the foregoing functions.
- (e) Mediation means the resolution procedure provided for in this Chapter in the event the parties reach an impasse.
- (f) Meet and Confer means the performance of the mutual obligation of Public Employer and the Employee Organization to meet at the times provided in this Chapter and related ordinances and to confer in good faith with respect to wages, hours and other terms and conditions of employment or any question arising thereunder with the intent of reaching a Memorandum of Understanding embodying all agreements reached to be approved and executed by both parties. This obligation does not compel either party to agree to a proposal or the making of a concession. The parties shall attempt in good faith to complete the Meet and Confer Process on all economic items prior to the date set by law for adoption of the Tentative Budget of the City. The duty to Meet and Confer includes the duty to submit any agreement reached on these matters to the Employee Organization and the Public Employer for action pursuant to this Chapter.

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- (g) Memorandum of Understanding means a written agreement arrived at by the representative(s) of the Public Employer and the Employee Organization which shall be presented to the membership of the Employee Organization and the City Council for action.
- (h) Public Employee means those groups defined as Public Employee pursuant to Ordinances No. 87-57, 88-13 and 88-14.
- (i) Public Employee means the City of Peoria, Arizona, a municipal corporation, its duly authorized officers and agents acting on behalf of the Public Employer.
- (j) Strike means the failure by concerted action with others to report for duty, the concerted absence of employees from their positions, the concerted stoppage of work, or the concerted abstinence in whole or in part by any group of employees from the full, faithful and proper performance of the duties of employment with a Public Employer or the concerted engagement in a work action for the purpose of inducing, influencing or coercing a change in wages, hours or working conditions or terms of employment.

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(Ord. 02-82, 9/17/02, Renumbered from Sec. 19-19, Amended) SUPP 2002-3