

## CHAPTER 19 – PERSONNEL

### Sec. 19-19. Employee Organization; Meet and Confer Process; dates.

- (a) The City recognizes and affirms the unilateral right of each of the Employee Organizations involved in the Meet and Confer process to select and appoint representatives who participate on their behalf in Meet and Confer discussions, in related consultations, and in informal meetings regarding Meet and Confer subject matters. The City Manager or such persons as he designates or any combination thereof shall serve as the City's representatives in the Meet and Confer process. The City Manager or such persons as he designates or any combinations thereof, shall meet and confer solely with the duly designated representatives of the Employee Organizations. Similarly, representative(s) of the Employee Organizations shall meet and confer solely with the City Manager or such persons as he designates or any combinations thereof. Any deviation from this procedure shall constitute an unfair employment relations practice.
- (b) The Public Employer and the Employee Organization shall have the duty through appropriate officials or representatives to meet and confer in good faith with respect to wages, hours and working conditions in accordance with the provisions of Ordinances No. 87-57, No. 88-13 and 88-14. The Employee Organization shall not discuss any matters contained in their initial proposal for meeting and conferring with the Mayor and members of the City Council from the date of its presentation to the Public Employer of the Employee Organization's written proposal for meeting and conferring until the date and time set for hearing before the City Council on the mediator's recommendations for resolution of an impasse.
- (c) Not less than five (5) months prior to the expiration of the current Memorandum of Understanding, the Employee Organization shall present in writing its Meet and Confer proposal to the Public Employer.
- (d) Upon receipt of the Meet and Confer proposal from the Employee Organization, the City shall begin negotiations within thirty (30) days following or in no event later than March 1, unless the Employee Organization and the Public Employer have extended the time period in accordance with subsection (e). In the event the Employee Organization has failed to present in writing its meet and confer proposal to the Public Employer, in which such case, the Public Employer may elect not to begin negotiations until thirty days following submission of the Employee Organization Meet and Confer proposal
- (e) .Any time period under this section or any related ordinance on the Meet and Confer process may be extended by mutual written agreement of the City's duly appointed representative and the Employee Organization Authorized Representative without any further approvals.

(Ord. 02-82, 9/17/02, Enacted) SUPP 2002-3