

County Proposal – Unit 6  
September 7, 2022

3.8 Joint Labor Management Committee

1. The County and the Association agree to a committee on joint labor management issues.
2. The Joint Labor/Management Committee will meet quarterly as needed. The Committee may meet more often by mutual agreement.
3. The purpose of the Joint Committee will be to meet, discuss, and make recommendations regarding issues related to the operation of the Department of Health and Social Services. Division meetings may be established with the concurrence of labor and management in order to discuss labor/management issues pertinent to each division in which the Association represents positions. Issues may include but are not limited to the following:
  - a. Department operations
  - b. Communications
  - c. Workload distribution
  - d. Morale
  - e. New Department procedures
  - f. New Program initiatives
4. The Joint Committee will provide a forum for information-sharing, identification of issues and review of workplace developments.
5. The Joint Committee will not discuss issues related to discipline, grievances, individual performance problems or negotiations.
6. Each Joint Committee meeting will be held for up to two (2) hours, and may be extended by mutual agreement between the Association and the Department. If more time is needed to continue a Joint Committee meeting, either as a group or separately, it will mutually be agreed to during the meeting, and staff will notify their supervisors accordingly of the extension.

The Committee may identify the need to establish sub-committee(s) in order to compile information.
7. Joint Committee Meetings shall be composed of up to four (4) employees representing the Association, along with their Field Representative and four (4) employees representing management, along with the Appointing Authority or designee.
8. At the end of each Joint Committee Meeting, both parties will develop an agenda to be used at the next meeting.
9. The County shall notify the Union when it plans to change benefit plan options, plan design, or plan administration (e.g., dental insurance, visions insurance commuter benefits, employee assistance program, deferred compensation). The County shall notify the Union before soliciting proposals for possible changes in employee benefits.