

Addendum to CEA Memorandum of Understanding of October 1, 2016 – June 30, 2019

NEW SECTION 5: LABOR MANAGEMENT COMMITTEE

Labor Management Committee (LMC): The parties agree that regular meetings to explore mutual concerns will be beneficial to the relationship between the City and the Union. To promote a problem-solving approach, the parties agree that decision making shall be cooperative.

The Committee shall meet at least quarterly, or upon the written request of either party, for the purpose of discussing any issue concerning the rights of either party or the relationship between the City and the Union or the City and employees the Union represents. The purpose of the meetings is to exchange information and to solve problems or issues. If the issue is not resolved, it may be placed on the agenda for the next quarterly labor management meeting.

Grievances shall not be discussed at such meetings. Matters subject to the duty to bargain and not appropriately discussed in another forum may be discussed; however, the LMC shall not have the authority to add to, amend or modify this MOU unless agreed upon by both parties (CEA/IFPTE Local 21 and the City of Cupertino).

The parties agree that such meetings shall not be negotiations and therefore the results of the meetings shall not be binding on the parties. These meetings are not to act as a substitute for the roles and responsibilities of either a shop steward or other job classifications.

The LMC shall consist of up to five members appointed by the Union executive board, and at least two members of management with representation from the operating department(s) affected by the issues discussed and from Human Resources.