



Bargaining Team

CBA Articles Change Digital Form

Team # 1
Members:
Julie DeVoe
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Date: 5/26/16

Article Number to Be Changed: 3

Affects other Articles#/Sect. #

Section Number to Be Changed: 2f, 4 & 9

Change to the Following Verbiage:

Section 2 (f) The aggregate deductions of all employees together with an itemized statement shall be remitted to the **President or Secretary** of COBEA no later than the tenth (10) of the month following the month for which the deductions were made. The itemized listing of COBEA members shall reflect employee terminations, retirements, cancellations, leave without pay, return from leave without pay, new members, **fair share members**, salary changes, name changes, or any other personnel action, which would affect the amount of dues withheld.

Section 4. **COBEA representatives** ~~Five (5) employees~~ appointed **and or elected** by the COBEA as members of the COBEA's Collective Bargaining Committee shall be granted time off with pay to negotiate with the City. All City-paid work time authorized by this agreement spent performing COBEA related activities shall be recorded as such on the employee's time record. Regular work time spent performing COBEA related activities but not authorized as City-paid in this agreement shall be charged against the employee's accrued leave.

Section 9: The parties recognize that the City's email system is the sole property of the City. This resource is provided or assigned to employees to facilitate the orderly and efficient conduct of the public's business. Permitted email use constituting public business includes such labor relations activities as described below. In general, all such communications may be subject to disclosure, and the parties recognize that the City does not have an obligation to assert any exceptions or exemptions from disclosure as to public records that happen to contain information relating to Association activity by City employees. The parties recognize that the City may review all City emails in the City system at any time.

Certified Association Officers may use the City's email system to conduct labor relations business for the limited purposes of:

- (a) Notifying Association members of meetings and scheduling meetings (date, time, place and agenda);
- (b) Scheduling meetings among Association Officers (date, time, place and agenda);
- (c) Filing official correspondence with the City (i.e., grievance documents, demand to bargain notices), provided however that timelines for grievance responses shall run from receipt (the date an email is sent); and/or
- (d) Communication between the Association attorney, Certified Association Officers and City Officials.

(e) Notifying members of all association related events, bargaining related matters, official, association business and announcements.

Such City email communications shall be specifically identified in the Subject Line as Labor Relations Business in addition to any other topic.

~~The City retains control over the City email system and may restrict or revoke permission to use the City email for labor relations purposes at any time after meeting and discussing such decision and the City's reasons. Association officers and members will keep on-duty use of email for labor relations purposes (sending/reading) to a reasonable minimum.~~

The parties recognize that use of the City's email systems outside of what is authorized in this Section is considered a violation of policy.,~~and the parties agree that any violation of this limited exception for the use of the City's email system may result in discipline, up to and including termination.~~

Reasoning:

Article 3 Sec. 2f: To specify who shall receive a copy of the monthly employee aggregate deductions report along with an itemized statement.

Article 3 Sec. 4: To ensure equitable and fair representation for each department that the COBEA represents.

Article 3 Sec. 9: To provide clarification for use of the City's email system in regards to use by the COBEA. The city already has regulations in the employee handbook that pertain to email. To ensure equitable discipline measures with regards to the City's email system. Discipline is discussed already and we do not want to skip any steps, the City and COBEA have articles 10 & 11 to follow.

Notes:

4/30/16 – COBEA Training Meeting – housekeeping – delete “the” from in front of COBEA in Section 4 two places.