

**Notice and Agenda for
Pima County Meet and Confer Committee Meeting
Wednesday, January 17th at 9:30 am**

Meeting Location:

Pima County Administration West Building
150 W. Congress, 4th Floor
Human Resources Conference Room
Tucson, AZ 85701

The Committee may discuss and take action on any of the following items:

1. Call to Order
2. Approve Meeting Minutes from meeting held on December 6, 2017
 - A. Action Item
3. Catastrophic Leave Bank – Leave Administrator presenting current leave bank usage, history leading up to procedure change effective July 1, 2017.
 - A. Discussion Item
4. Parking Pay Structure – SEIU – continued item
 - A. Discussion Item
5. Bullying/Harassment – SEIU – continued item
 - A. Discussion Item
6. Adjournment

Prepared by: M. Allyn Bulzomi, Director, Human Resources

- **ADA Accommodation:** Should ADA accommodation be required, please contact Human Resources two days prior to the meeting at (520) 724-2732
- **Digital recordings** of meetings are available at the Pima County Human Resources Department three (3) business days after the meeting.

Meeting Minutes
Pima County Meet and Confer Committee Meeting
Held Wednesday, December 6th, 2017 at 9:30 am

Meeting Location:

Pima County Administration West Building
150 W. Congress, 4th Floor
Human Resources Conference Room
Tucson, AZ 85701

Present

Sandy Ochoa, SEIU
Debby Lippincott, AFSCME
John Becerra, SEIU, RWRD
Tony Gigliotti, SEIU, Transportation
Samantha Kane, SEIU President, Health
Howard Druan, SEIU, Victim Services
Juan Perez, SEIU, Fleet Services
Rene Valdez, SEIU, PAC
Allyn Bulzomi, Pima County, Human Resources
Ellen Moulton, Pima County, Finance
Amber Mathewson, Pima County, Library
Seth Chalmers, Pima County, Transportation
Kristin Barney, Pima County, Health

Absent

None

Also Present

Sandy Ochoa, SEIU
Debbie Lippincott, AFSCME
Marchelle Pappas, Pima County, Meeting Coordinator

1. Call to Order
2. Introduction of Members – County and SEIU
 - A. Discussion Item - All members of the committee introduced themselves.
3. Meet and Confer Process Ordinance Review – County
 - A. Discussion Item – Overview of the Ordinance with the legislative changes which will be going to the Board of Supervisors on January 2nd. Discussion regarding caucuses, voting and quorums. Debby Lippincott noted that the sides may need to break and caucus in-between agenda items.
4. Catastrophic Leave Bank – SEIU

- A. Discussion Item - SEIU raised concern about the changes made to the CAT Bank and wants to bring back (as part of HIBWAC) the HIBWAC sub-committee as stated in the current MOU. Discussion and explanation of how the HIBWAC committee works followed. Pima County Management would like to remove the CAT Bank sub-committee from the MOU. Discussion ensued. SEIU would like to discuss and review the definition of the catastrophic event. SEIU is concerned about follow-up appointments and therapy due to the catastrophic event being removed from being approved to use the CAT Bank hours. Discussion ensued regarding follow up appointments. Ellen Moulton noted that when an employee returns to work they receive sick leave so they should be able to go to follow-up appointments. Discussion regarding Prop206 and County sick procedure. Ongoing discussion. Management Team to meet with the Leave Administration team to discuss the definition and the use of intermittent usage. HR to bring in the CAT Bank hours used. Discussion regarding the appeal process when an employee is denied CAT Bank hours. Mr Bulzomi explained that the CAT Bank denial can be appealed for 2nd consideration. Discussion regarding procedure language (grievance, appealable, etc.). SEIU asked Pima County to provide the County's process of the review. Discussion regarding the appeal form. Review of the CAT bank admin procedure and language regarding grievance and/or appeal process. Continued agenda item for the next meeting.
5. Parking Pay Structure – SEIU
- A. Discussion Item - 2008 subsidizing parking for an employee making less than 30,000.00. When an employee gets a raise they basically lose their raise due to the fact that the parking stipend is then lost. SEIU would like to see the salary threshold raised. Discussion regarding who would make the decision regarding raising the threshold. SEIU wants the minimum threshold to be raised to 40,000.00. Discussion regarding the Budget process ensued. Continued agenda item for next meeting.
6. Bullying/Harassment - SEIU
- A. Discussion Item - Issues with how the current Board Policy D 23.1 regarding bullying language and how often managers and/or supervisors must receive training. SEIU has a problem with the cases being referred back to the department as in the case with small departments as SEIU feels there is no neutrality there. Worker on worker claims SEIU recommends having another department investigate to be more neutral so there is no perception of favoritism. Discussion ensued. Ongoing discussion regarding training. Discussion regarding Pima County Code of Conduct 8-119. Management team would prefer HR keep the bullying complaints rather than have another department come in to review. Continued agenda item for next meeting.

Discussion regarding meeting time(s) and dates.

7. Adjournment – 10:45am