

PERSONNEL

BUDGET & FINANCE

09-1392

MOTION

The City has a number of Joint Labor-Management Committees, whose goal is to provide a forum for management and labor to meet and discuss issues of mutual concern. These committees generally are made up of workers from particular groups within departments, such as the DOT's traffic officers or the Bureau of Sanitation's wastewater division.

The City Charter calls for the promotion of Joint-Labor Management Partnerships (Section 234) and states as their mission to "set goals, encourage agreements, solve problems, create incentives for outstanding individual or team performance, and encourage flexibility and innovation." The only issues they cannot discuss are collective bargaining and discipline.

As General Managers prepare to implement service cuts due to funding reductions in the newly adopted 2009-10 City Budget, now is a critical time to generate ideas for ways to cut costs without negatively impacting City services for our constituents. Time is of the essence as we near the July 1 start of the new Fiscal Year and implementation of layoffs.

Workers have a real incentive to help management find these savings because they know the jobs of their colleagues, and perhaps their own, may well be on the line. The Coalition of L.A. City Unions has proposed numerous changes in City policy or department practice that have the potential to save significant resources that can mitigate the need for cuts.

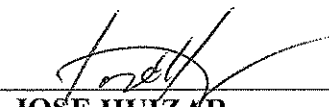
We need to tap into this know-how quickly by encouraging greater communication between City department leaders and their workers. Perhaps the Mayor should hold a Budget Day, similar to the one he holds each year for Neighborhood Council leaders, and invite representatives from every City department to attend and help brainstorm.

The consequence of inaction will be thousands of civilian workers being laid off, many of them among our most productive employees. The quality of City services will inevitably decline and the public will be greatly displeased. This is what we are trying to avoid and why extraordinary efforts are called for to address this historic challenge.


I THEREFORE MOVE that each City department's General Manager and their employees, in conjunction with their Union representatives, be strongly encouraged to set up one or more Joint Labor Management Committee(s), if they do not already have any in place.

I FURTHER MOVE that these committees be requested to confer on the best way to implement any cuts that are needed, with a goal of reducing layoffs and maintaining as high a service level as possible given the resources that are available to each department.

PRESENTED BY:

  
JOSE HUIZAR  
Councilmember, 14<sup>th</sup> District

SECONDED BY:



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