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ARTICLE 48: STAFFING CONCERNS

48.1. Individual Staffing Concerns.

Employees are strongly encouraged to bring concerns about workload issues to the attention of their supervisor or designee. Upon request, the supervisor or designee will provide direction and guidance that may include the setting of priorities and the adjustment of workload.

48.2. Departmental Staffing Concerns.

Workload, work area and staffing considerations will be appropriate subjects for Joint Union/Management meetings (JLM). Upon request, a departmental JLM for staffing concerns will be scheduled for a mutually agreeable date, time, and length. The Parties will make a good faith effort to schedule the JLM within thirty (30) days of the request.

48.3.

The Employer will ensure that the reporting authority for each employee is clearly defined.

48.4. Assignment of Additional Duties.

An employee who is assigned, on a long term basis, the duties of a position vacated by attrition, layoff, or other reasons, in addition to their job duties, shall have the right to meet with their supervisor to discuss the situation. If the initial meeting between the supervisor and the employee does not result in a satisfactory conclusion, the employee may request a subsequent meeting with the next level manager in which a representative of the Union may attend.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 9/18/2026	Date: 9/18/2026