

RESOLUTION STATING THE OFFICIAL POLICY OF THE CITY OF CHARLOTTE REGARDING  
EMPLOYEE-EMPLOYER RELATIONS.

WHEREAS, the Citizens of Charlotte are vitally concerned that the City employees be accorded fair and equitable treatment, and that relationships between City employees and management be harmonious and productive.

WHEREAS, the City Council of the City of Charlotte finds that in the public interest, it is desirable to provide for the strengthening of employee-employer relations in City government through systematic methods of communication.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charlotte that the following is an approved policy concerning employee-employer relations within the City of Charlotte:

I. SALARIES, WAGES, AND EMPLOYEE BENEFITS.

It is recognized that salaries, wages and employee benefits affect the budget and are affected by the budget, and that the budget is of concern to all citizens. It is therefore deemed appropriate that employees, individually and as a group, together with employee organizations, citizens and citizen groups be given an opportunity at the appropriate time to present their suggestions concerning salaries, wages and employee benefits.

The following timetable is established for considering such suggestions:

- (a) Employees, employee groups and organizations, citizens and citizen groups, who desire to make requests and suggestions concerning salaries, wages and employee benefits shall submit their requests and suggestions in writing to the City Council prior to February 1st each year.
- (b) The City Manager shall analyze and consider such requests and suggestions in the preparation of the recommended salary and wage schedules to be included in the preliminary budget. The City Manager shall then submit the recommended salary and wage schedules to the City Council on or about June 15th of each year.
- (c) Within ten days after the receipt of the preliminary budget and recommended salary and wage schedules and after the City Manager has completed his presentation on program needs for the City as a whole, the City Council shall schedule hearings on the proposals and will consider statements from interested citizens or groups. The Council reserves the right to establish time limits for each speaker based upon the number of people desiring to be heard.
- (d) After giving due consideration to all requests, the City Council will make its final decisions and adopt an appropriation and tax levy ordinance as provided by law.

Requests for consideration of salaries, wages and wage related benefits must be submitted within the time limit set forth above.

II. CONDITIONS OF WORK

Productive and harmonious relationships between City employees and management and between City employee groups and management can best be achieved with respect to working conditions if relationships and policies are clearly set forth. The following shall be considered the official policy of the City of Charlotte relating to conditions of work:

(a) The City of Charlotte in accordance with North Carolina State Law does not accept any employee organization as the sole spokesman for any category of employees.

(b) Employees, employee groups, citizens and citizen groups will be accorded the right to present suggestions and make statements on any issue relating to conditions of work.

(c) Strikes and work stoppages by City employees will not be permitted. Infractions of work rules including unauthorized absences from work shall be cause for disciplinary action.

### III. GRIEVANCE PROCEDURES.

The City of Charlotte recognizes the need of a comprehensive grievance procedure so as to provide a method of processing and resolving grievances. The present grievance procedure will be revised and all employees will be given a copy of the revised procedure, and will be instructed in its use.

### IV. DESIGNATION OF CITY MANAGER AS SPOKESMAN.

The City Manager is hereby designated as the spokesman for the City of Charlotte in matters concerning employee relations under ordinary conditions. The City Manager, or his designee, is hereby empowered to meet and confer with employees. The final determination of employee policy rests with the Mayor and City Council.

This 26th day of May, 1969.

Approved as to form:

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City Attorney

Read, approved and adopted by the City Council of the City of Charlotte, North Carolina, in meeting on the 26th day of May, 1969, the reference having been made in Minute Book 52, at Page , and recorded in full in Resolutions Book 6, at Pages 325-326.

Ruth Armstrong  
City Clerk

RESOLUTION TO RESCIND INSTITUTION OF CONDEMNATION PROCEEDINGS AGAINST THE UNDIVIDED ONE-HALF INTEREST OF MARPASTA CORPORATION IN THE PROPERTY LOCATED AT 4943 PARK ROAD, FOR THE SUGAR AND BRIAR CREEKS FLOOD CONTROL PROJECT.

WHEREAS, The City Council of the City of Charlotte did on the 12th day of May, 1969, authorize the institution of condemnation proceedings for the acquisition of property belonging to Marpasta Corporation, George S. Goodyear and wife, Dorris H., located at 4943 Park Road for the Sugar and Briar Creeks Flood Control Project; and

WHEREAS, since this action has been taken, the Marpasta Corporation, owner of an undivided one-half interest of this property, has by written agreement granted the City the necessary easements required to complete the work of this project, making it no longer necessary to institute condemnation proceedings against this owner.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charlotte that the authorization to institute condemnation proceedings against the undivided one-half interest of the Marpasta Corporation in the property located at 4943 Park Road in the City of Charlotte, Mecklenburg County, approved at its regular meeting on the 12th day of May, 1969, is hereby rescinded, and that the authorization to condemn the undivided one-half interest in the property belonging to George S. Goodyear and wife, Dorris H., remains in effect.

Approved as to form:

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City Attorney

CERTIFICATION

I, Ruth Armstrong, City Clerk of the City of Charlotte, North Carolina, do hereby certify that the foregoing is a true and exact copy of a Resolution adopted by the City Council of the City of Charlotte, North Carolina, in regular session convened on the 26th day of May, 1969, the reference having been made in Minute Book 52, at page , and recorded in full in Resolutions Book 6, at page 327.

Witness my hand and the corporate seal of the City of Charlotte, North Carolina, this the 27th day of May, 1969.

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City Clerk

A RESOLUTION PROVIDING FOR PUBLIC HEARINGS ON PETITIONS FOR ZONING CHANGES.

WHEREAS, the City Council has received petitions for zoning changes, which petitions numbered 69-59 through 69-63 are on record in the Office of the City Clerk, and

WHEREAS, the City Council deems it in the public interest that hearings be held on said petitions,

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Charlotte, that public hearings will be held in the Council Chamber on the Second Floor of the Charlotte City Hall beginning at 2:00 o'clock P.M., on Monday the 16th day of June, 1969 on petitions for zoning changes numbered 69-59 through 69-63.

BE IT FURTHER RESOLVED that notice of said hearings be published as required by law.

Approved as to Form:

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City Attorney

Read, approved and adopted by the City Council of the City of Charlotte, North Carolina, in meeting on the 26th day of May, 1969, the reference having been made in Minute Book 52, at Page , and recorded in full in Resolutions Book 6, at Page 328.

Ruth Armstrong  
City Clerk