

## **ARTICLE 33 – SUBCONTRACTING OUT**

### **(A) CONTRACTING OUT**

The City intends to utilize bargaining unit employees to perform work, which they normally perform. However, the City reserves the right to contract out any work it deems necessary and proper because of greater efficiency, economy or programmatic benefits. Every reasonable effort will be made to avoid the layoff of an employee as a consequence of the exercise by the City of contracting out.

### **(B) PROCEDURE FOR CONTRACTING OUT**

1. Feasibility Study. Decisions to contract out work shall be made only after the City has conducted a formal feasibility study determining the potential costs and other benefits that would result from contracting out the work in question. The study shall similarly determine the costs of performing the work with bargaining unit members. The LVCEA will have the right to review the study.

The employer shall provide the LVCEA with no less than thirty (30) calendar day's notice that it intends to solicit or to issue bids to contract out bargaining unit work. During the thirty (30) day period, the LVCEA shall have the opportunity to submit an alternate plan, which shall be given fair consideration.

2. Placement of employees. In the event an employee must be displaced as a result of contracting out, such displacement shall be made in accordance with Article 21, Reductions In Force.

3. Compliance. LVCEA, upon request, is entitled to receive a copy of any audit performed on any City contract.

Nothing in this Article shall prevent the City from continually analyzing its operation for the purpose of identifying cost-saving opportunities.