

**PURPOSE**

The parties agree the public interest demands the highest standards of employee performance and the continued development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operation of the Agency. The parties enter into this agreement with the ultimate goal that employees and management can work most effectively to achieve the mission of the Agency, to protect public health and the environment.

The parties agree that the right of employees to organize, bargain collectively, and participate through the Union in decisions which affect them:

1. Safeguards the public interest;
2. Contributes to the effective conduct of public business; and
3. Facilitates and encourages the amicable settlements of disputes between employees and the Agency involving conditions of employment.

Stacy Johnson 11/4/2019

J SI 11/4/19