

Before any negotiations begin, the City will clarify with union representatives, the rules that we will conduct ourselves will be used during the negotiation process. ~~These are:~~ As part of these rules it will be made clear that the final agreement is not final, until the union membership has first ratified the written contract language and the City Council has then formally approved the agreement. Negotiations are confidential. ~~Employees~~ During the negotiation process, members of the bargaining unit in negotiations will ~~should~~ not directly contact the Mayor and/or Aldermen or publicly discuss any contract issues and vice versa unless a formal declaration of impasse has been made. If either party does, then the other has the right to respond in like manner.

~~In an effort to promote transparency with the unions, the City shall provide any financial information the union requests during the negotiation process.~~

Authorization and direction to the City Manager is shall be provided in closed or open session. ~~In done in closed session,~~ in order to maintain the integrity of the negotiation process, closed session discussions must should remain confidential. Members of the City Council shall ~~should~~ not knowingly respond to or discuss any proposals from a closed session discussion.

~~Prior to conducting a closed session on labor negotiations the City Manager make an oral report on the current status of negotiations with the particular employee or bargaining unit or units that will be the subject of the closed session.~~

~~Bargaining unit representatives or persons acting on their behalf may comment at public meetings of the City Council. This shall be done during open session to ensure all of the Council receives the same information. The City Council may listen to these statements made in the public forum and may ask questions for clarification purposes, but shall not respond to the comments, or engage in dialogue or any other form of bargaining with the representatives.~~

The City Council shall approve all labor agreements collective bargaining contracts in open session with the opportunity for public comment. Said final vote shall take place at a duly scheduled regular or special meeting with the appropriate legal notice as required by law in order for the public to become informed and to be able to express itself. ~~There must be a staff report accompanying a resolution to adopt the agreement.~~ Before City Council considers approval of any labor agreement, collective bargaining contract, they will be provided with a detailed estimate of the cost of the proposed labor agreement.contract.