

## **COUNCIL POLICY STATEMENT**

Policy No.

General Subject: Labor Negotiations

Specific Subject: Council Policy regarding the negotiations with City unions

Date Approved:

### **PURPOSE**

The purpose of this policy is to set guidelines for the City Council, and Council staff to ensure labor negotiations are conducted in good faith, to avoid actions that would circumvent the negotiating process City's designated bargaining team, and to provide timely and accurate information about the negotiations to the City Council. and the public.

### **RATIONALE**

The Mayor and City Council recognize that the City workforce is the foundation of the services that we provide our residents. As such, the City is committed to a fair and financially consistent responsible labor relations policy that provides wages and benefits in a manner consistent with that philosophy.

### **POLICY STATEMENT**

Before the start of any negotiation process, the City Manager shall seek and receive consensus approval for the financial parameters of any proposed agreement. ~~The Human Resources Manager and at times, any labor attorney approved by City Council will represent the City at the negotiation table.~~

The City's negotiating team will generally include the Human Resource Manager, the City's labor attorney, Finance Director and Department Director(s) of the bargaining unit represented in negotiations. Others may be invited to participate as needed.

~~The Human Resource Manager in preparation of negotiations will:~~

- ~~• Provide research and consultation on current trends, practices, and community standards of other public employers on a variety of labor related issues;~~
- ~~• Meet with designated staff to assist in formulating the management proposals for negotiations;~~
- ~~• Participate in drafting proposals for negotiations;~~
- ~~• Perform necessary fact research for negotiations;~~
- ~~• Formulate and prepare cost analysis of management and union proposals;~~
- ~~• Provide progress reports, make recommendations, and receive direction;~~
- ~~• Oversee and direct response to employee organization(s) request for information; and meet and confer with the unions in good faith.~~