



Labor and Employee Relations Committee

2010-2011 Adopted Policy Positions

Labor Negotiations

- In bargaining, emphasize the following:
 - Revenue and expenditure problems
 - State budget crisis
 - Poor economic conditions
 - Total compensation of employees and impact of proposals
- Bargain in good faith for the following in labor negotiations:
 - Duration
 - Contracts of 1 to 2 years depending on total package
 - Wages
 - 0% to 1% increase per year to base wages at each step
 - Same % increase to essential and nonessential
 - Higher % increases for essential should be the result of an arbitration award
 - Health insurance
 - Employer contribution to health insurance premiums that is:
 - Minimal portion of health insurance premium increases
 - Identical for all employees
 - Stated in dollar amounts - not %s
 - Reduce overall health insurance costs through plan changes
 - Cost-saving measures requiring contract change
 - Language changes to contracts that:
 - Clarify and improve procedures
 - Strengthen management efficiency and flexibility
 - Provide an understandable framework for labor relations, supplemented by personnel policies
 - Restrict economic provisions to calendar years
 - Remove provisions providing for contract continuation after contract expiration
- Establish statistically supportable comparable cities for use in negotiations and arbitration based upon the cluster analysis prepared by Flaherty & Hood, P.A. for CGMC members

Legislative

- Management rights
 - The Legislature should define and expand management rights so cities do not have to meet and negotiate with unions over adoption and implementation of such matters. This includes providing cities the express right to unilaterally end past practices at any time.
 - The Legislature should not restrict or prohibit management's rights to manage employees.
- Labor contracts
 - The Legislature should define impasse as follows:
 - For essential employees - issues are certified for arbitration
 - For nonessential employees - the right to strike matures, which should be 46 days after BMS receives a petition for mediation
- Arbitration
 - The Legislature should change the interest arbitration process by:
 - Permitting disposition of issues or an entire arbitration by motion prior to a hearing
 - Strengthening the requirement that arbitrators consider legal and financial limitations of employers
 - Providing more impartial third party decision-makers by, at a minimum, removing pecuniary interests
 - Defining factors arbitrators should consider
 - Equalizing risk of arbitration between employers and unions by requiring arbitrators to utilize final-offer, item-by-item or final-offer, total-package arbitration
 - The Legislature should not expand the right to interest arbitration to nonessential employees.
- Unit determination
 - The Legislature should not expand the definition of essential employees.
- Independent review
 - The Legislature should repeal the independent review statute.
- Health insurance
 - The Legislature should repeal the aggregate value of benefits statute.