



STAFF REPORT ON PROPOSED LEGISLATION

To: Mayor Gavin Buckley

From: David Jarrell, City Manager

Date: October 26, 2020

Subject: O-44-20 Employee Organizations

The City became aware of the intent of this legislation after discussion with Alderman Schandelmeier. We are not opposed with providing additional time for submission of petitions for employee organizations to seek recognition for certain classes of employees under the conditions identified under Article 3, Section 3.32.050. However, the City has a responsibility to collectively bargain with the represented units on behalf of its members which includes proper costing, determination of both economic and non-economic benefits and to ensure that the financial impact of bargaining has been presented to the City Council via the budget process. Therefore, the City supports the additional language in 3.32.050 D. of this proposed ordinance which states that the representation will begin during the next open collective bargaining session.

It is also important to note that the city code addresses the Management and Employee Relations process with some detail as does both federal and state labor laws to which the City is subject to. In accordance with section 3.32.060 C., the City Manager shall act as the City's primary representative for the purpose of conducting any negotiations or other relationships between any recognized employee organization and the City government.

Prepared by Tricia Hopkins, Human Resources Manager