



# Labor and Employee Relations Committee

## 2016-2017 Policies

### Labor Negotiations

- In bargaining, emphasize the following:
  - Revenue and expenditure volatility
  - Local government appropriation uncertainty
  - Volatile economic conditions
  - Total compensation of employees and impact of proposals
  
- Bargain in good faith for the following in labor negotiations:
  - Duration
    - Contracts of 2 to 3 years depending on total package
  - Wages
    - 2% to 3% 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
    - Step increases based on performance
  - Health insurance
    - Employer contribution to health insurance premiums that is:
      - Minimal portion of health insurance premium increases
      - Identical for all employees with same coverage, e.g., single versus family
      - Stated in dollar amounts - not %s
    - Reduce overall health insurance costs through plan changes and/or increased employee contributions
    - Provide flexibility for health insurance changes for health care reform law implementation
  - 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 using prior cluster analysis prepared by Flaherty & Hood, P.A. for CGMC members and update

## Legislative

- Management rights
  - The Legislature should define and expand – not prohibit or restrict - 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.
- 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
  - The Legislature should
    - Repeal the statute requiring labor contracts to continue after expiration
    - Establish that:
      - A labor contract is null and void after its expiration
      - No terms and conditions of employment need to be maintained after expiration
      - An employer may lock out employees upon or after impasse
- 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
    - 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
- Unit determination
  - The Legislature should not expand the definition of essential employees
  - The Legislature should make exclude as public employees all employees not working 100 days in a calendar year
- Independent review
  - The Legislature should repeal the independent review statute.
- Health insurance
  - The Legislature should repeal the aggregate value of benefits statute.
- Public Employment Relations Board
  - Repeal statute