Labor and Employee Relations Committee

2018-2019 Labor Negotiations Policies

- In labor negotiations, emphasize the following:
  - Expenditures increasing at higher rate than revenues increasing
  - Minimal economic growth and uncertainty
  - 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 wage ranges
    - Consider market adjustments for recruitment and retention
    - Same general % increase for essential and nonessential and nonunion employees
    - Step increases or other pay range movement based on performance
    - Base pay solely based on employer’s base pay structure
  - Health insurance
    - Employer contribution to health insurance premiums that is:
      - Minimal portion of health insurance premium increases
      - Identical for all employees employer-wide and 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 resulting from volatile and uncertain health care law and marketplace changes
  - Language changes to contract that:
    - Clarify and improve procedures already addressed in the contract
    - Strengthen management efficiency and flexibility
    - Provide an understandable framework for labor relations, supplemented by personnel policies
    - Eliminate all references to union membership and union dues/fees, especially related to the now illegal fair share fees
    - Narrowly define employees included in the bargaining unit
    - 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