



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