

**Alexandria Collective Bargaining Ordinance
City Position/Labor Position Summary**

Ordinance Provision	City Position	Labor Group Position
Scope of Bargaining as set forth in definition of "Collective Bargaining" (2-5-68)	Limit the scope to just wages and benefits to get the program started. This can expand in later amendments if it appears more expansive bargaining is warranted.	"Wages, hours and other terms and conditions of employment", i.e., all "personnel policies, practices, and matters,...including but not limited to, compensation, ...the pay plan,... hours, working conditions, retirement, pensions, ...discipline, and other benefits"
"Labor-management disputes" (definition at 2-5-68)	Excludes from definition and coverage by ordinance challenges to "disciplinary or other adverse personnel actions" covered by current city grievance procedure	Disciplinary and other personnel actions subject to resolution via negotiated grievance procedure(s)
City's Rights and Authority (2-5-70)	Broad management rights clause (consistent with limitation of scope of bargaining to wages and benefits – see above)	Narrower management rights (consistent with broad scope of bargaining proposed – see above)
Bargaining Units (2-5-72)	Proposes 4 units: Police, Fire, Labor and Trades, and General Government	Propose 8 units by breaking General Government into 5 units including clerical, professional, technical, library employees, DCHS (professional and technical) – all of which are non-supervisory; Also propose that Fire unit include emergency dispatchers;
Labor-Management Impasse (2-5-80(a)(2))	Impasse resolution by non-binding mediation only	Impasse resolution by non-binding mediation <i>and/or</i> binding arbitration
Labor Relations Administrator (2-5-73)	Labor Relations Administrator (LRA) appointed by city manager from list developed by management and bargaining representatives, with council approval; removal of LRA by city manager w/ prior consultation with bargaining agents, with council approval	Joint union-management LRA appointment and removal, with council approval
Decertification/Withdrawal of Recognition (2-5-76)	City may withdraw recognition (subject to union challenge) upon showing of objective, good faith belief that bargaining agent has lost majority unit support	No withdrawal of recognition without decertification election
Approval of Tentative Agreement (2-5-79)	Agreement not effective or enforceable until city council is informed of fiscal impact and has indicated (by resolution) its intent to fund provisions requiring appropriation; city manager has signed; and union members have ratified/approved as evidenced by	Only fiscal terms require council approval to effective and enforceable

	bargaining agent signature. (fiscal items)	
"Benefits" definition (2-5-68)	City defines as leave (paid and unpaid, vacation and holidays), insurance including contributions and levels of coverage, and applicable retirement plans	Deletes definition [ostensibly due to opposition to limitation of scope of bargaining to wages and "benefits" as defined in the article, as "benefits" would be included in "all terms of other conditions of employment"]
Exclusion from bargaining of matters controlled/preempted by state/federal law and matters subject to nationally accepted safety guidance (2-5-68 definition of collective bargaining)	All such matters excluded from bargaining	Would delete bargaining exclusion for matters "contrary to nationally accepted safety and service guidance"
"Confidential Employee" (defined at 2-5-68)	City defines both on basis of work in certain city offices/departments (i.e., Council, City Manager, City Attorney, Human Resources, Management & Budget and on basis of access to confidential bargaining-related information	Would define on basis of access to confidential information related to bargaining or union-management disputes, and positions supporting labor-management relations policy makers or those effectuating such policy
Employees excluded from bargaining (per exclusions from definition of "employee" at 2-5-68)	Exclude from bargaining employees of constitutional officers and appointed boards/commissions; legal, confidential, managerial, supervisory, intermittent, temporary/seasonal, and probationary employees	Intermittent employees and probationary employees allowed to bargain
"Managerial Employee" (defined at 2-5-68)	Determination of employees within definition in sole determination of city manager; defining criteria include, among other things, "responsibility for a unit or subunit of a division/agency/department	Oppose city manager role as final decisionmaker; reject inclusion of responsibility for subunits among criteria for determination
"Supervisor" (defined at 2-5-68)	Determination of employees within definition in sole determination of city manager; supervisor classification begins at sergeant level for police and begins at lieutenant level for fire	Oppose city manager role as final decisionmaker; police supervisor level starts at Captain; fire supervisor level starts at Deputy Chief
Rights Accompanying Exclusive Representation (2-5-77)	Provides for mutual effort to reach agreement subject to tentative approval of city manager	Manager bound by management rep agreement to non-fiscal terms, without further approval by manager