

**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 5 units: Police, Fire, Labor & Trades, Professional & Technical, and Administrative & Clerical	Propose that units described by Staff as Professional & Technical and Administrative & Clerical be identified instead as Public Services and Administrative Services
Labor-Management Impasse (2-5-80(a)(2))	Impasse resolution by non-binding mediation only	Impasse resolution by binding arbitration or by city council decision on non-binding mediation proposal
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 bargaining agent signature. (fiscal items)	Only fiscal terms require council approval to effective and enforceable
"Benefits" definition (2-5-68)	City defines as leave (paid and unpaid, vacation and holidays) and insurance including contributions and levels of coverage, and all city-provided supplemental retirement benefits	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"]

"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 (with mandatory meet and confer on wages for public safety supervisors)	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 representative agreement to non-fiscal terms, without further approval by manager