

– Briefing –

The Labor Contract Bargaining Process

January 24, 2022



Background

1. State law authorizes labor contracts with public safety employee associations
2. Two types of labor contract bargaining:
 - Meet and confer – sworn Police and EMS employees
 - Collective bargaining – sworn Fire employees
 - City's bargaining process historically the same for both types
3. Current labor contracts all expire on 09/30/2022
 - **APD:** agreement extends automatically to 03/31/23
 - **AFD and EMS:** parties can extend past 09/30/22 by agreement in 30-day increments if actively negotiating (max. extension = 6 months)



The Bargaining Process

1. **Request for bargaining** – notice given by Association ~ 9-12 mos. before current agreement expires
2. **Preparation for bargaining** – parties review issues arising during current contract and evaluate wage/benefit issues for next contract
3. **Bargaining sessions** – negotiating teams conduct contract negotiations in public sessions
4. **Tentative agreement** – if negotiating teams reach agreement on all topics:
 - Tentative agreement must be approved by Association and City Council
 - Agreement becomes effective upon approval by both



Questions

