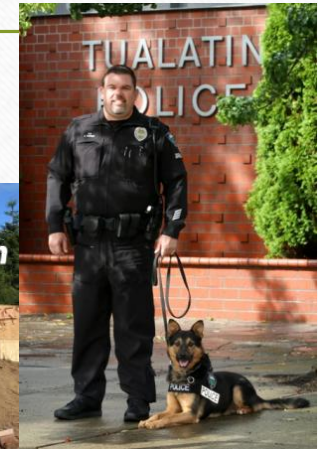


# Public Employee Collective Bargaining Process

Council Work Session  
February 8, 2021

# The City of Tualatin Workforce Snapshot

- The City of Tualatin is comprised of Two Unions (TPOA and AFSCME/TEA) & Unrepresented staff
  - TPOA (Tualatin Police Officers Association) – 31 Employees
  - AFSCME/TEA (American Federation of State, County, Municipal Employees/Tualatin Employees Association) – 97 Employees
  - Unrepresented Employees

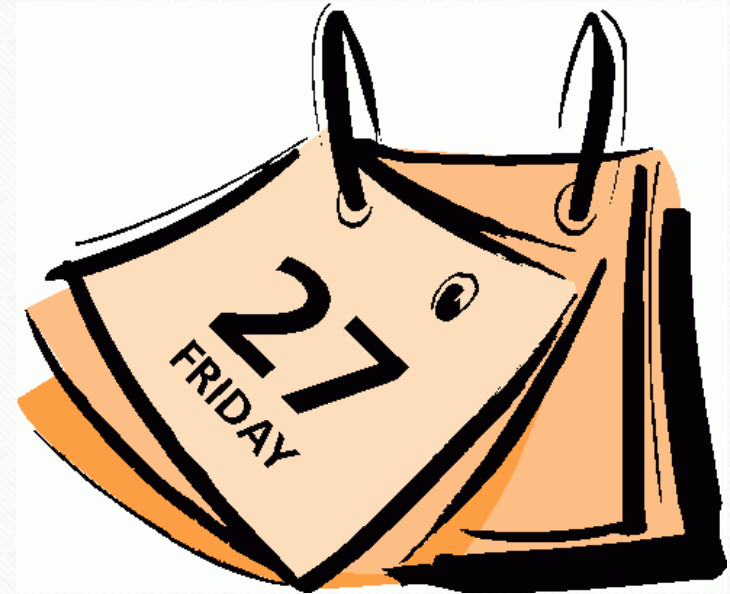




# Bargaining Timeframes

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- AFSCME expires June 30, 2021.
  - AFSCME Bargaining will begin in Mid-February
- TPOA contract will expire on June 30, 2022



# What is Collective Bargaining and Why do we Engage in the Process?

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- Collective Bargaining Defined
- Public Employee Collective Bargaining Act (PECBA)





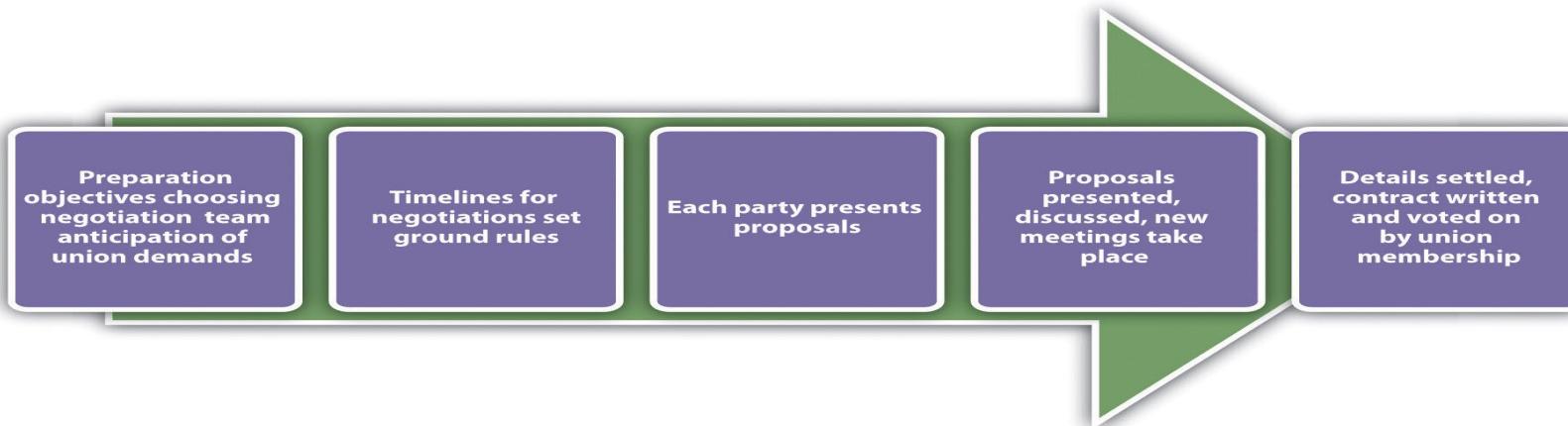
# The Bargaining Process

- PECBA - bargain in good faith for at least 150 days.
- Bargaining in good faith means:
  - You agree to meet regularly at reasonable times and places;
  - Endeavor to reach agreement;
  - Consider and respond to proposals;
  - Do not bypass the authorized bargaining agent;
  - Or otherwise undermine the other side's representative.
- Good faith does not require you to make concessions, change your proposal, or agree to any particular union proposal to reach agreement.



# The Bargaining Process Continued

- Bargaining sessions will engage both in discussions and proposals
- Tentative Agreement (TA) – the parties agree to language, subject to final ratification.
- The contract remains tentative until it has been formally approved by the union's members and then ratified by Council.





# Possible Outcomes

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- **Ratification**
- **Mediation** – At least 15 days.
- **Impasse**
- **Final Offer**
- **Cooling Off** – 30 Days
- **After Cooling Off**
  - **Strike Permitted Units (AFSCME)**
  - **Strike Prohibited Units**



# City Council's Role

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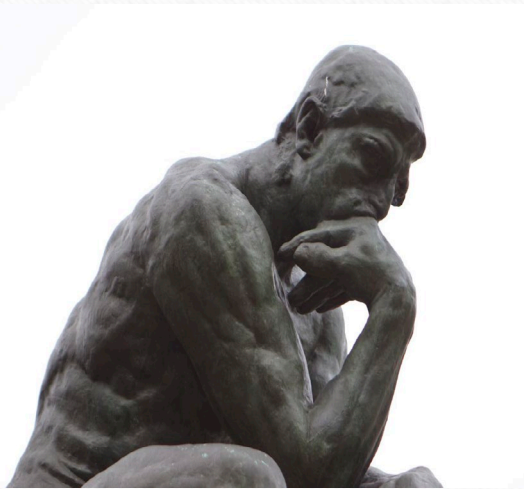
- Meet in Executive Sessions
  - Negotiator Value
- Establish Economic Parameters
- Ongoing Discussions
- Final Ratification Authority
- Stay Confidential
  - One Pitfall for Council to be aware – the ULP





# Tualatin's Philosophy on Bargaining

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- Display our belief that our employees are our biggest asset and most valuable resource
- Effective bargaining is based on respect, working together and problem solving.
- Bargaining sets the work tone for the City in a variety of ways
- Multiyear relationship that is respectful and transparent
- Detailed effort to best balance financial status with our employees' needs

# What's Next?

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- The City will begin the bargaining process with AFSCME in the near future.
- HR/Finance/Council in an Executive Session
- Great Things!

