

NOT INTRODUCED 3/23/10

Submitted by: ASSEMBLY CHAIR FLYNN

Reviewed by: Assembly Counsel

Initial reading of AR 2010-86: March 2, 2010

ANCHORAGE, ALASKA
AR NO. 2010-86(S)

**A RESOLUTION OF THE ANCHORAGE MUNICIPAL ASSEMBLY ESTABLISHING
MUNICIPAL POLICY GUIDELINES AND DIRECTION FOR COLLECTIVE
BARGAINING AND CONTRACT NEGOTIATIONS.**

WHEREAS, AMC 3.70.090D.1 provides the Assembly with an opportunity to set general labor relations policy and directions for contract negotiations; and

WHEREAS, three years have elapsed since the Assembly last set general labor relations policy and directions for contract negotiations under AR 2007-84 (copy attached); and

WHEREAS, the financial position of the Municipality is significantly different than it was in 2007 and currently the Municipality is facing serious budget challenges; and

WHEREAS, employee wages and benefits are a significant cost of Municipal Government; and

WHEREAS, economic conditions make forecasting beyond three years difficult for the purposes of determining wage and benefit expense; and

WHEREAS, the State of Alaska recognizes the value of three-year term contracts by limiting contract terms to three years under the Public Employee Relations Act; and

WHEREAS, the parties to collective bargaining benefit from direction from the Assembly regarding its priorities and expectations;

NOW THEREFORE, the Anchorage Assembly resolves that in labor negotiations with the City's employees, the Administration is expected by the Assembly to negotiate provisions meeting these policy objectives:

1. The term of any collective bargaining agreement shall not exceed three years in duration.
2. The total incremental cost to the Municipality for wages and benefits over the life of the contract shall not exceed the sum of the previous five ~~three~~ years Anchorage Consumer Price Indices.
3. Employees must share in a larger percentage of the cost of employee benefits.
4. Service recognition/longevity compensation programs are to be eliminated.

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- 5. Work rules, supplemental pay programs and all other processes that result in costly processes and procedures with little or no true added value are to be eliminated.

- 6. The work force, including bargaining representatives, should be engaged to identify more efficient and cost effective means to carry on the work of the municipality including, but not limited to, the use of contracting out of services that could be provided by the bargaining unit.

PASSED AND APPROVED by the Anchorage Assembly this _____ day of _____, 2010.

Chair

ATTEST:

Municipal Clerk