

METRO TRANSIT AND LABOR RELATIONS

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Hello!
Nice to meet you!

Purpose of Today: Provide general overview of labor relations between the City of Madison Metro Transit and Teamsters Local 695

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Function of the Labor Relations Office

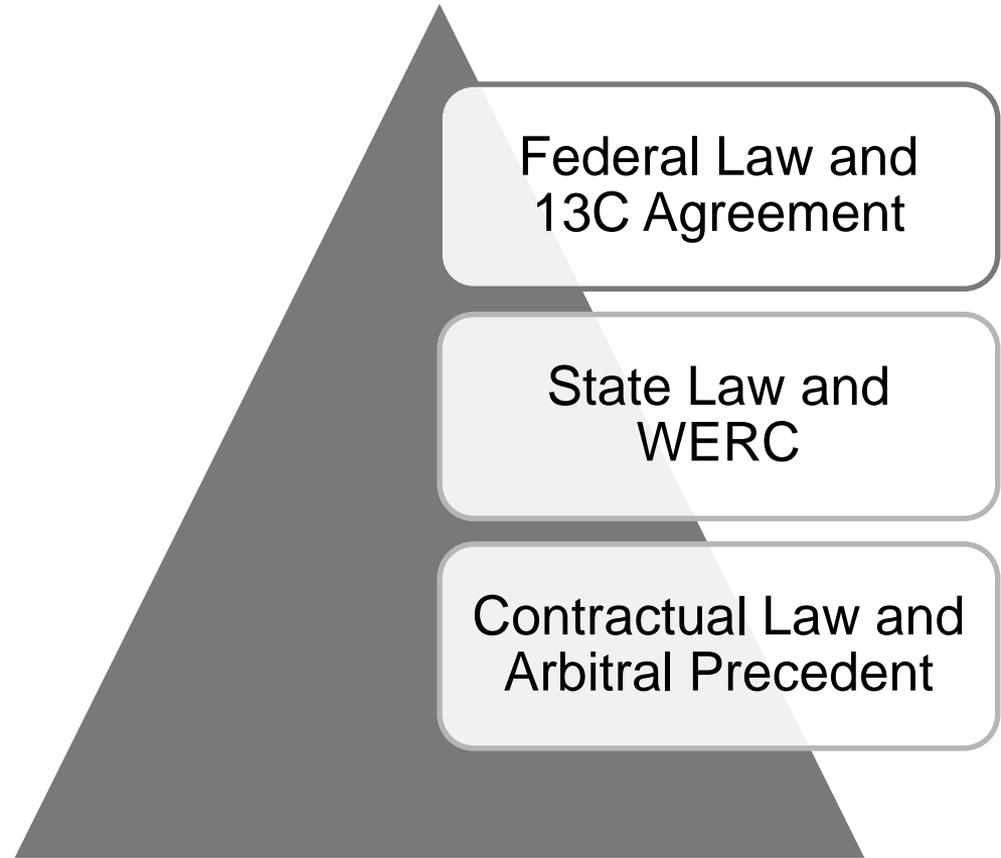
1. Represent the Mayor in negotiations/handbook process
2. Serve as arbitration representative
3. Dispute resolution
4. Training
5. Supervisor Consultation
6. Discipline and Performance Improvement Implementation

1. MUNICIPAL LABOR RELATIONS

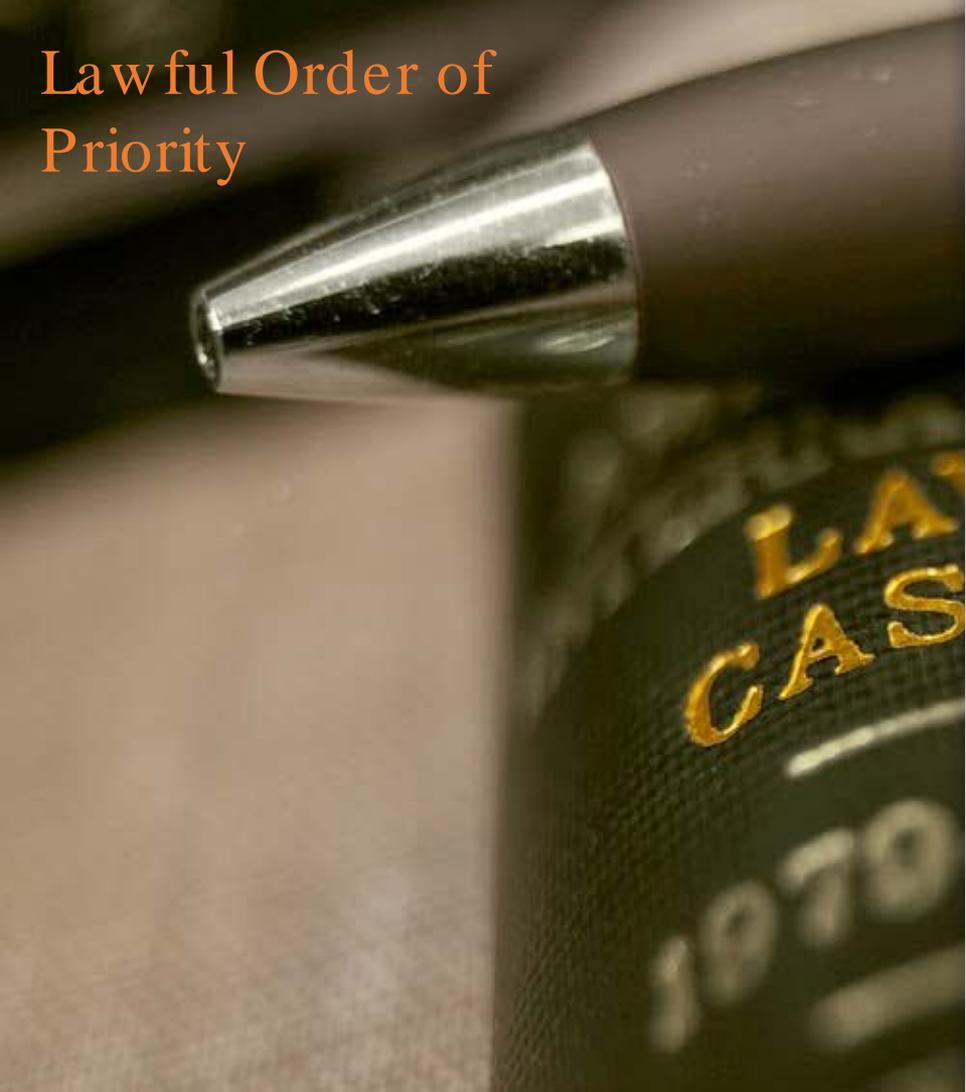




Legal Foundation of Contracts



Lawful Order of Priority



- ❑ Management balances various obligations
 - Contract Language
 - Ordinance
 - State Law
 - Federal Law
 - MOUs
 - Grievance Resolutions
 - Past Practice
- ❑ When the contract is silent...
- ❑ Conflicts in interpretation

How a Contract is Negotiated

Process

- Request Changes From Management
- Cost Changes to Maximum Authority
- Name Negotiation Team
- Open Meeting
- Bargaining Sessions

Mediation

- Non-binding
- Neutral 3rd Party

Interest Arbitration

- Selection of Arbitrator
- Hearing and Final Offer
- Arbitrator's Award

Subjects of Bargaining

Mandatory Subjects of Bargaining

- Must be bargained, but not necessarily agreed to
- Wages
- Hours
- Conditions of employment

Permissive Subjects of Bargaining

- May be bargained, but aren't required to
- Management
- Staffing, etc.

Prohibited Subjects of Bargaining

- Contrary to state or federal law
- Right to minimum wage
- Right to FMLA

2.

THE TEAMSTER AGREEMENT



“



- *The Parties agree that open and regular communication between the Union and the City is essential to maintaining and improving mutual trust. The Parties further agree to communicate regularly on any issues of concern to either Party, through Joint Committees or through any other means which may be agreed upon.*
- *The Union and the City believe and agree that such mutual good faith efforts will create a sense of belonging to a high performance transit system capable of achieving our common goals, thereby providing security for the Union's members and success for the City's operations.*



metro transit

Union Responsibilities



Negotiate

The Union is responsible for negotiating with the Employer related to wages, hours, and conditions of employment. These are mandatory subjects of bargaining and require negotiation prior to implementation by the Employer



Advocate

The Union is responsible for advocating on behalf of employees related to disciplinary issues and throughout the dispute/ grievance resolution process, and the Union has a duty of fair representation



Communicate

The Union is responsible for communicating with employees related to bargaining, grievance resolution, and other matters of employee concern

Work
Covered
Under the
Agreement

\$19,849,630

2018 Wages Without Benefits



435 Employees

Office, Operator, and Maintenance Services



710,790

Hours Worked Under the Agreement



Current Agreement

1. Tenure
2. Negotiation Timeline
3. Successor Requirements

Basic Provisions

Wages

- Overtime
- Spread
- Guarantee

Hours

- Schedules
- Vacation
- Sick Leave/Disability Leave

Conditions of Employment

- Discipline

Other

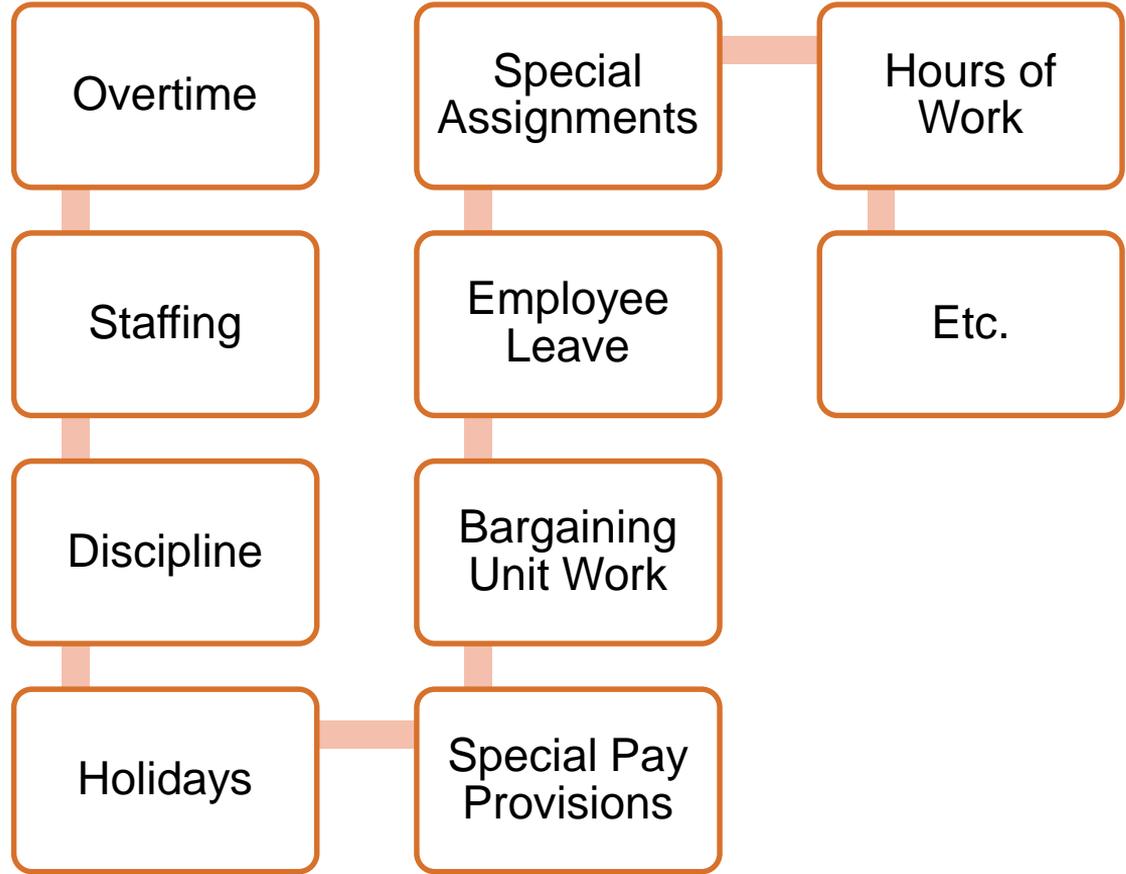
- Management Rights
- Dues Deduction

3.

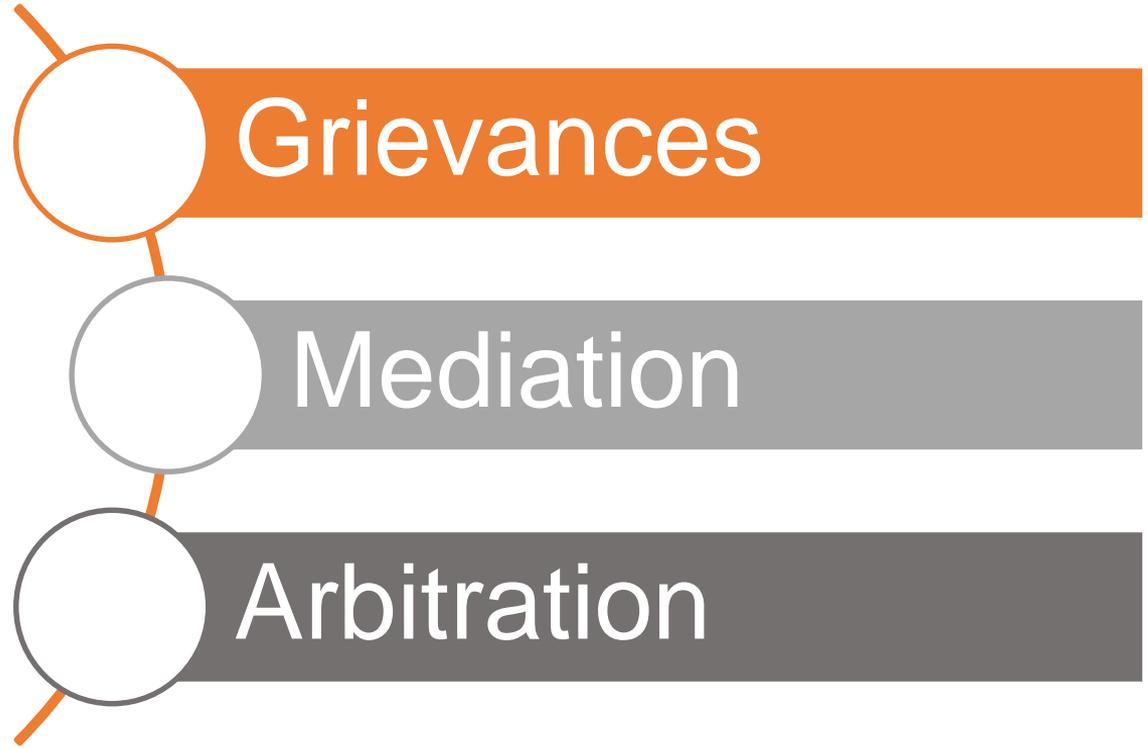
DISPUTE
RESOLUTION



Causes of Disputes



Means of Resolution



Paratransit Grievance

1. Background
2. Issues
3. Award Overview

Janus Grievance

1. Background
2. Issues
3. Award Overview



Thank you very much
for your time

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