

CITY OF MADISON

City/IAFF Local 311 Bargaining Process

BACKGROUND

The current collective bargaining agreement between the City of Madison and IAFF Local 311 is effective January 1, 2018, through December 31, 2021. The parties have a contractual reopening date of May 1, 2021, with negotiations intended to begin by June 1, 2021.

The process of collective bargaining is provided for in state statutes (111.70) and includes all of the following:

1. Development of initial proposal and review of bargaining strategy by City Finance Committee
2. Public Notice of Initial Exchange
3. Initial Exchange of Offers in Open Session with Reservation to Amend
4. Subsequent Closed Bargaining Sessions
5. Tentative Agreement with Wages, Hours, and Conditions of Employment *
6. Ratification by Union
7. Ratification by the City at Common Council

SCOPE OF BARGAINING

1. Those issues covered by collective bargaining are mandatory and/or permissive subjects of bargaining already included in the contract, including:
 - Pay and special pay provisions
 - Leave and hours of work provisions
 - Grievance handling and resolution
 - Uniforms and Equipment
 - Health Insurance and other employee benefits

ITEMS OUTSIDE OF SCOPE OF BARGAINING

1. A number of items of significant community concern fall outside of the collective bargaining process, or are considered permissive subjects of bargaining in the State of Wisconsin. These items are not covered in the CBA with Local 311:
 - Staffing and staffing related decisions
 - Disciplinary processes and which are required to be overseen by the Police and Fire Commission
 - Investigative processes
 - Equipment used
 - Training

SUMMARY

Employee and Labor Relations recommends working with the Fire Chief and Mayor to propose the following in bargaining:

1. Development with Fire command staff of the initial proposal and review by finance.
2. Operational changes identified by the Fire Chief
3. Economics based on the Mayor's direction.