

CITY OF MADISON

City/Teamsters Local 695 Bargaining Process

BACKGROUND

The current collective bargaining agreement between the City of Madison (Metro Transit) and International Brotherhood of Teamsters (Teamsters) Local 695 is effective January 1, 2019, through December 31, 2021. The parties have a contractual opening 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 closed session with Reservation to Amend by both the Union and the City.
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
 - Safety

ITEMS OUTSIDE OF SCOPE OF BARGAINING

1. A number of items of significant community concern fall outside of the collective bargaining process, are or are considered permissive subjects of bargaining in the State of Wisconsin. These items are not covered in the CBA with Teamsters:
 - Staffing and staffing related decisions
 - Investigative processes

*Absent a tentative agreement on all, the Union and the City proceed to mediation by the Wisconsin Employment Relations Commission. If bargaining is found to be at an impasse, the Union and the City proceed to Interest Arbitration

SUMMARY

Employee and Labor Relations recommends working with the Transit General Manager and Mayor to propose in bargaining all of the following:

1. Development with Metro management bargaining team of the initial proposal and review by finance.
2. Any other Operational changes identified by the Transit General Manager.
3. Economics based on the Mayor's direction.