

CLERK'S OFFICE

APPROVED

Date: 10-20-98

Submitted by: Chairman of the Assembly
at the Request of the Mayor

Prepared by: Employee Relations

For Reading: October 20, 1998

ANCHORAGE, ALASKA

AR NO. 98 - 342

A RESOLUTION OF THE MUNICIPALITY OF ANCHORAGE APPROPRIATING FIFTY THOUSAND DOLLARS (\$50,000) FROM AREA WIDE FUND (0101) BALANCE FOR LEGAL SERVICES FOR LABOR RELATIONS ACTIVITIES WITH THE ANCHORAGE MUNICIPAL EMPLOYEES ASSOCIATION (AMEA)

WHEREAS, the labor agreement with the Anchorage Municipal Employees Association (AMEA) will expire on December 31, 1998 and negotiations are currently in progress; and

WHEREAS, the Municipal Labor Relations Manager resigned on September 1, 1998 and has not yet been replaced; and

WHEREAS, AMC 3.70 provides that negotiations with the AMEA will proceed through advisory interest arbitration; and

WHEREAS, historically, negotiations with AMEA have not been successful and have required that the parties go through the negotiation, mediation, fact finding and advisory arbitration processes; and

WHEREAS, it is essential that the Municipality have experienced labor relations professionals to negotiate with the union and represent its interests; and

WHEREAS, historically, the cost of legal services for conducting labor negotiations through the advisory interest arbitration phase has been \$100,000.

NOW, THEREFORE, the Anchorage Municipal Assembly resolves:

Section 1. That the sum of fifty thousand dollars (\$50,000) is hereby appropriated from Area Wide Fund (0101) Balance for legal services for labor relations activities relative to AMEA negotiations.

Section 2. This resolution shall become effective immediately upon passage and approval by the Anchorage Municipal Assembly.

PASSED AND APPROVED by the Anchorage Assembly this 20th day of October, 1998.


Chair

ATTEST:


Municipal Clerk

Departmental Appropriation: \$50,000
Employee Relations Department



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 999-98

Meeting Date: October 20, 1998

From: Mayor

Subject: Resolution No. AR -98-342, Supplemental Appropriation for Legal Services for Labor Relations Activities with the Anchorage Municipal Employees Association (AMEA)


The Municipality is currently engaged in negotiations with the Anchorage Municipal Employees Association (AMEA). In September 1998, the Municipality's Labor Relations Manager resigned, leaving a significant void. Although we plan to replace the incumbent, negotiations are proceeding. Our original plan was to have a legal firm play a supporting role; that plan is no longer viable.

AMC 3.70 provides that the general government bargaining unit has advisory interest arbitration as the resolution mechanism if the parties are not successful in collective bargaining. The advisory decision of the arbitrator is brought to the Assembly to accept or reject. Historically, negotiations have gone to advisory interest arbitration and costs have been approximately \$100,000. Although the arbitrator's decision is not binding on the parties, this is still an expensive process.

We are requesting a supplemental appropriation of \$50,000 to support the negotiation efforts through the negotiation, mediation, fact finding and arbitration phases of the process. We are not certain that this amount will be sufficient to meet the need for legal services; however, it is our best estimate given our historical information.

IT IS RECOMMENDED THAT THE ATTACHED RESOLUTION APPROPRIATING \$50,000 TO THE EMPLOYEE RELATIONS DEPARTMENT BE APPROVED.

Concurrence:


George Vakalis
Municipal Manager

Prepared by:


Thomas C. Tierney
Employee Relations Director


Respectfully submitted,


Rick Mystrom
Mayor

Fund Certification:

0101-0740 \$50,000

(Fund Balance)


Soren Orley
Chief Fiscal Officer