



Approved:
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Subject:

127. Collective Bargaining

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CALEA Standards: 22.3.1

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127.1: PURPOSE AND SCOPE

The City of Albany City Manager's Office is responsible for negotiating contracts with the City of Albany employee bargaining units. The City of Albany will bargain collectively with the Albany Police Association (APA), which represent all employees of the Albany Police Department excluding temporary, seasonal, supervisory, confidential, and managerial employees, reserves, and nonpaid volunteers. The Albany Police Department will provide management members to the bargaining sessions to act as a resource to the bargaining team.

127.2: GOOD FAITH BARGAINING

Representatives of the City of Albany and the representatives of the employee association authorized to bargain collectively, have a mutual obligation to negotiate in good faith at reasonable times and places with respect to wages, hours, terms, and other conditions of employment. The good faith obligation does not mean that either party is compelled to agree to a proposal nor does it require the making of a concession.

127.3: PROCEDURES

- a. Bargaining will be conducted in accordance with State and Federal law and according to any contract or City policy provisions.
- b. The City Manager's Office bears the responsibility for conducting all City of Albany labor contract negotiations. The Human Resources Director will appoint the members of the City Bargaining team and coordinate the principal negotiator for the City, to present the proposals and counter proposals on behalf of the City.
- c. The City of Albany will bargain only with the employee association duly formed and recognized under State Law.

127.3.1: GROUND RULES

Ground rules for the negotiation of wages, hours, and terms and conditions of employment may be mutually agreed upon prior to beginning actual negotiations. Rules may be set to establish:

- a. Meeting schedules, agendas, and time limitations;

- b. Procedures governing release of negotiations-related information to third parties including the media, during negotiations process;
- c. Method of recording deliberations;
- d. Procedures for introducing issues; and
- e. Steps for conflict resolutions.

127.4: WRITTEN RECORD

As a result of the collective bargaining between the City of Albany and the Albany Police Association, a written record in the form of the labor contract will be produced. The labor contract will be made available to all bargaining unit members and their supervisors/managers in electronic or paper format. The City of Albany and the members of the Albany Police Association are committed to abide, in both letter and spirit, by the negotiated labor agreement as set forth in the printed agreements.