

GENERAL ORDER 24.1.1

Collective Bargaining

GENERAL ORDER CROSS-REFERENCE: None.

SUMMARY

Describes the collective bargaining process.

DISCUSSION

The City Manager's Office is responsible for negotiating agreements with City employee groups. This task is normally delegated to the Human Resources Department. The Police Department appoints representatives to the bargaining team who act as a resource to the City's chief negotiator.

POLICY

I

The City will bargain only with employee associations duly formed and recognized under State Law. At the current time, there are two recognized bargaining units for Department employees, the Springfield Police Officers' Association (SPA), Service Employees International Union (SEIU), and the Oregon Public Employee's Union (OPEU).

II

The Chief of Police shall appoint members of the Police Department to serve as representatives on the City's bargaining team.

The City Manager appoints the head of the City's bargaining team.

III

In the event the City and the involved bargaining unit agree upon ground rules for the collective bargaining process, the City is committed to abide by the agreed upon ground rules.

IV

In accordance with State law the City participates in negotiations based on the principle of "good faith" bargaining.

V

An Association Agreement, SEIU or OPEU Contract is made as the official written record of the agreements resulting from collective bargaining.

VI

The Association Agreement, SEIU and OPEU Contract require the respective bargaining unit to provide copies of the Agreement/contract to its members. The Department provides copies to all supervisory personnel.

VII

Upon an agreement being reached between the City and either of the two bargaining units, the Command Staff shall review any changes to the agreement/contract and recommend to the Chief of Police any changes in written directives necessary to ensure compliance with both the letter and spirit of the agreement.

VIII

The Chief of Police shall ensure that all supervisory and management personnel are informed of the terms of any new agreement/contract, including modifications to existing agreements, affecting personnel under their supervision.

Richard L. Lewis
Chief of Police