



**CITY OF WAUWATOSA**  
7725 WEST NORTH AVENUE  
WAUWATOSA, WISCONSIN 53213  
Telephone: (414) 479-8917  
Fax: (414) 479-8989  
Web Site: www.wauwatosa.net

## **EMPLOYEE RELATIONS COMMITTEE MEETING**

Tuesday, May 25, 2010  
Council Chambers

**PRESENT:** Aids. Donegan, Ewerdt, Berdan, Walsh – 4

**EXCUSED:** Ald. Organ

**ALSO PRESENT:** J. Archambo, City Admin.; B. Aldana, Asst. City Atty./HR Dir.;  
A. Kesner, City Attorney

Ald. Donegan as Chair called the meeting to order at 7:04 p.m.

### **Presentation and discussion concerning collective bargaining and binding arbitration**

Ms. Aldana provided an overview of the collective bargaining process and parameters. Wisconsin has had a public sector labor law since 1959 and is considered a leader in labor relations. Wisconsin was the first state to enact public sector labor law.

Ms. Aldana explained what negotiations typically look like. The group from Administration will meet with three or four elected union representatives. Ground rules are established and dates are set. Written offers are exchanged. Offers are discussed and questions are asked. Items are identified that can be agreed on. The process then repeats itself. Ms. Aldana advised that there are some unions who take the lead and are met with more frequently. Others wait and see what happens with other bargaining units.

Ms. Aldana mentioned a few bargaining terms. Status quo – the party seeking change must provide a reason why. It must be articulated a compelling need for change. Quid pro quo –an equal exchange or substitution, although it doesn't have to be of the same value.

Ms. Aldana explained the arbitration process if needed. An arbitrator is selected and their job is to pick the most reasonable offer presented. They cannot pick and chose elements of the offers.

Ald. Donegan requested that the PowerPoint handout be included in the council member packets that aren't on Budget & Finance so they have a chance to review this information.

The meeting adjourned at 8:04 p.m.

Carla A. Ledesma, City Clerk  
City of Wauwatosa

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