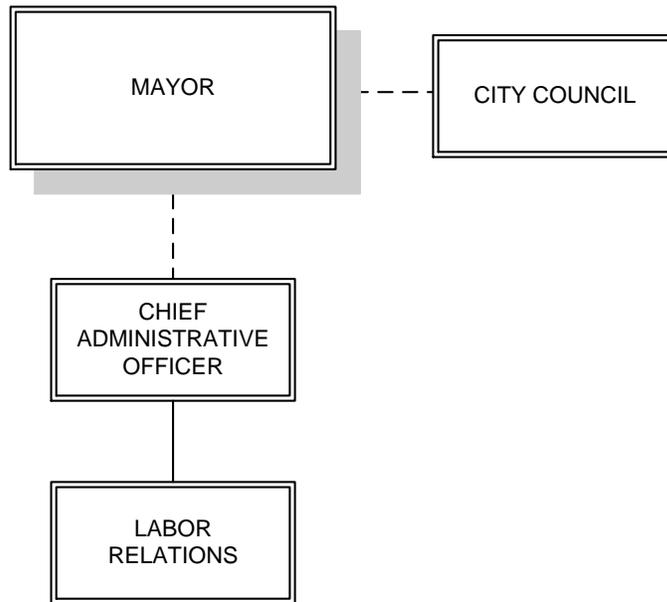


GENERAL GOVERNMENT DIVISIONS

LABOR RELATIONS

MISSION STATEMENT

The Labor Department negotiates and administers the collective bargaining agreements between the City of Bridgeport and all Unions and Associations. We manage and/or coordinate human resources activities, counsel and advise management on labor relations and human resources issues, and resolve grievances and labor relations disputes. In addition, we handle arbitrations, State Labor Relations Board (SLRB) hearings and related or similar proceedings. Our objectives include: negotiating open collective bargaining agreements on time and within budget. Arbitration, if necessary, to achieve an acceptable collective bargaining agreements, reducing the number of grievances filed, increasing the number of successful grievance arbitrations, and improving coordination and management of human resource issues.



GENERAL FUND BUDGET

LABOR RELATIONS

BUDGET DETAIL

Lawrence Osborne
 Manager

REVENUE SUMMARY

Not Applicable

APPROPRIATION SUMMARY

ORG DESC	APPR DESC	FY2009 ACTUAL	FY2010 BUDGET	FY2011 MAYOR PROPOSED	FY2011 ADOPTED	VARIANCE TO FY2010 BUDGET
'01085000	LABOR RELATIONS	521,798	591,941	649,835	649,835	57,894
	1085PS LABOR RELATIONS PERS SVCS	433,996	434,164	460,838	460,838	26,674
	2085TPS LABOR RELATIONS OTHER PERS SVCS			4,350	4,350	4,350
	3085FB LABOR RELATIONS FRNG BENEFIT		91,175	121,567	121,567	30,392
	4085EX LABOR RELATIONS OPER EXP	7,523	10,180	9,458	9,458	-722
	6085SS LABOR RELATIONS SPEC SVCS	80,279	56,422	53,622	53,622	-2,800

PERSONNEL SUMMARY

Job Description	FTE FY 2010	FTE FY 2011	VAC	NEW	UNF	FY 2010 CURRENT	FY 2011 ADOPTED	VARIANCE
ADMINISTRATIVE ASSISTANT (40 HRS)	1.0	1.0				65,598	68,345	2,746
SECRETARY	1.0	1.0				45,173	45,843	670
DEPUTY DIRECTOR OF LABOR RELATIONS	1.0	1.0				91,520	95,197	3,677
DIRECTOR LABOR RELATIONS	1.0	1.0				114,820	119,932	5,112
LABOR RELATIONS OFFICER	1.0	1.0				58,183	62,651	4,468
SENIOR LABOR RELATIONS OFFICER	1.0	1.0				58,870	68,870	10,000
	6.0	6.0				434,164	460,837	26,673
					TOTALS			

GENERAL FUND BUDGET

LABOR RELATIONS

PROGRAM HIGHLIGHTS

SERVICE INDICATORS	ACTUAL 2005-2006	ACTUAL 2006-2007	ACTUAL 2007-2008	ACTUAL 2008-2009	ESTIMATED 2009-2010
LABOR RELATIONS					
Total contracts processed	13	14	15	0	9
<i>Open</i>	13	14	0	11	5
<i>Settled</i>	0	8	13	0	9
<i>Average length of time to settle</i>	N/A	21 months	9 months	18 months	3 months
Total grievances processed	255	188	210	136	101
# of State Labor Relations Board Complaints	35	32	35	69	24
# of other Complaints/Investigations	N/A	135	135	78	62
# of Disciplinary Hearings	45	51	56	58	53
# of Policies Developed	5	5	5	0	0

FY 2010-2011 GOALS

- 1) Negotiate open collective bargaining contracts and/or issues and resolve those contracts/issues in a manner consistent with the goals and objectives of City management.
- 2) Utilize the binding interest arbitration process to achieve an acceptable resolution of outstanding contracts/issues if necessary.
- 3) Negotiate/arbitrate for benefit costs savings in open union contracts. Work with the Benefits Manager and other City/Board of Education staff and consultants to meet budgetary goals for benefit costs and to implement/negotiate measures to control the costs of benefits for City/ Board of Education employees and retirees. Audit the pharmacy benefits manager contract and make allowable adjustments where needed.
- 4) Successfully represent the City's interests in arbitrations and Connecticut State Board of Labor Relations hearings.
- 5) Continue to work with Benefits, other City departments and the City's Workers Compensation administrator to control Workers Compensation expenses.
- 6) Continue to monitor the enforcement by departments of the City's Attendance Policies.
- 7) Continue to work with LIUNA (Laborers' International Union of North America) as necessary to research the reclassification and rewriting of existing job descriptions of LIUNA bargaining unit positions.
- 8) Continue to aggressively handle, where needed, grievances, complaints, investigations, and disciplinary hearing.
- 9) Continue to undertake the necessary action (negotiation) to assume a smooth transition of personnel for the forthcoming consolidated public safety and training dispatch center.
- 10) Negotiate and implement a Reasonable Suspicion Drug Testing Policy for the Fire Department, mimicking the Drug Testing Policy for the Police Department.

FY 2009-2010 GOAL STATUS

- 1) Negotiate open collective bargaining contracts and/or issues and resolve those contracts/issues in a manner consistent with the goals and objectives of City management.
6 MONTH STATUS: Contract negotiations with 13 unions are complete, 2 contracts with unions remain to be negotiated.
- 2) Utilize the binding interest arbitration process to achieve an acceptable resolution of outstanding contracts/issues if necessary.
6 MONTH STATUS: Ongoing.
- 3) Negotiate/arbitrate for benefit cost savings in open union contracts. Work with the Benefits Manager and other City/Board of Education staff and consultants to meet budgetary goals for benefit costs and to implement/negotiate measures to control the costs of benefits for City/ Board of Education employees and retirees. Implement and complete the dependent enrollment audit.
6 MONTH STATUS: The dependent enrollment audit is complete. 139 people were removed from the plan which is approximately 2.2% of the number of dependents enrolled. This represents an annual savings in the range of \$400,000 to \$800,000.

GENERAL FUND BUDGET

LABOR RELATIONS

PROGRAM HIGHLIGHTS

- 4) Utilize mediation to resolve outstanding grievances and/or complaints before the Connecticut State Board of Labor Relations in a manner acceptable to the City.
6 MONTH STATUS: Mediation in grievance issues is ongoing.
- 5) Work with Human Resources and other departments to implement and train supervisors and other employees in the major city policies.
6 MONTH STATUS: Ongoing.
- 6) Successfully represent the City's interests in arbitrations and Connecticut State Board of Labor Relations hearings.
6 MONTH STATUS: Arbitration cases are heard 2-4 times a week at the Connecticut State Board and Labor Relations.
- 7) Work with Benefits, other City departments and the City's Workers Compensation administrator to control Workers Compensation expenses.
6 MONTH STATUS: Labor Relations and Benefits have continued with our regular workers compensation meetings to further control workers compensation costs.
- 8) Continue to monitor the enforcement by departments of the City's Attendance Policies. Expand the monitoring to cover the Tardiness Policy. Develop other City policies as needed.
6 MONTH STATUS: Ongoing.
- 9) Work with Benefits, other departments and a consultant to complete physical requirements job descriptions for all physically demanding jobs in the City and the Board of Education. Negotiate with the unions as necessary to implement the job descriptions for new positions.
6 MONTH STATUS: Continuing the process of updating job descriptions.
- 10) As needed, continue to aggressively handle grievances, complaints, investigations, and disciplinary hearings.
6 MONTH STATUS: As always Labor Relations will continue to aggressively represent the City's interest in all claims.
- 11) Continue training employee on our Sexual Harassment policy.
6 MONTH STATUS: Training was conducted in January 2009.
- 12) Issue an RFP for medical plan carrier, complete selection process and conclude new contract with the vendor.
6 MONTH STATUS: The RFP was issued in September of 2009.

GENERAL FUND BUDGET

LABOR RELATIONS

APPROPRIATION SUPPLEMENT

ORG	OBJECT DESC	FY2009	FY2010	FY2011	FY2011	VARIANCE TO
		ACTUAL	BUDGET	MAYOR PROPOSED	COUNCIL ADOPTED	FY2010 BUDGET
'01085000 LABOR RELATIONS		521,798	591,941	649,835	649,835	57,894
	'51000 FULL TIME EARNED PAY	427,507	434,164	460,838	460,838	26,674
	51004 FULL TIME VACATION PAY	6,221	0	0	0	0
	51028 FT RETROACTIVE PAY	268	0	0	0	0
	'51140 LONGEVITY PAY	0	0	4,350	4,350	4,350
	'52360 MEDICARE	0	6,295	3,963	3,963	-2,332
	'52385 SOCIAL SECURITY	0	0	4,270	4,270	4,270
	'52504 MERF PENSION EMPLOYER CONT	0	32,562	44,194	44,194	11,632
	'52917 HEALTH INSURANCE CITY SHARE	0	52,318	69,140	69,140	16,822
	'53605 MEMBERSHIP/REGISTRATION FEES	3,049	1,779	1,779	1,779	0
	'53905 EMP TUITION AND/OR TRAVEL REIM	1,643	2,226	1,704	1,704	-522
	'54675 OFFICE SUPPLIES	1,479	2,114	1,914	1,914	-200
	'54705 SUBSCRIPTIONS	1,352	4,061	4,061	4,061	0
	'56175 OFFICE EQUIPMENT MAINT SRVCS	2,299	6,422	3,622	3,622	-2,800
	'56180 OTHER SERVICES	77,980	50,000	50,000	50,000	0

GENERAL FUND BUDGET

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