



West Allis

Fire Fighters

IAFF, LOCAL NO. 1004

DATE: June 18, 2019

TO: City of West Allis
7525 W Greenfield Avenue
West Allis, Wisconsin 53214

FROM: West Allis Professional Firefighters Association

SUBJECT: Request to Open Negotiations

RECEIVED

JUN 18 2019

CITY OF WEST ALLIS
HUMAN RESOURCES DEPARTMENT

Dear City Negotiation Team Members

The current contract between the City of West Allis and the West Allis Professional Firefighters Association, Local #1004, IAFF, AFL-CIO, CLC, expires December 31, 2019. In accordance with Article XXXII (Duration) of our current Collective Bargaining Agreement, we are notifying you of our intent to negotiate the terms of a successor Agreement. It is our desire to begin negotiations in September with our respective initial proposals, as guided by Wisconsin State Legislature – Subchapter IV - Section 111.70(cm)(2), with the ultimate goal of arriving at a mutually beneficial settlement prior to the expiration of our current Agreement. We look forward to your timely response.

Prior to our initial meeting, it would be beneficial to all parties involved to establish ground rules. Establishing ground rules results in a more productive use of both our time, and ensures that expectations are clearly defined ahead of time. The Union proposes to use the attached ground rules for negotiations. If you do not agree with a particular rule, please advise as such so that we may discuss a mutually agreeable alternative.

Finally, it is our understanding that the classification and compensation study, as it relates to the West Allis Fire Department represented employees, is available for review. At your earliest convenience, can you please provide this material to the email address below.



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We are hopeful of a very rewarding and harmonious experience for both sides. Please address proposed dates and times for bargaining, as well as any questions to:

Tyson Novinska, Local 1004 President
Phone: 262.365.1944

Electronic Mail: tnovinska@westalliswi.gov

Thank you for your time and consideration.

Respectfully,

Tyson P. Novinska
President
West Allis Professional Firefighters
Local 1004



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GROUND RULES FOR NEGOTIATIONS

West Allis Professional Firefighters
Local 1004, I.A.F.F., AFL-CIO, CLC
And
City of West Allis

1. **GOAL** – The goal of these negotiations is to maintain a good, long-term relationship between the City and the Union. These talks are oriented towards developing a mature, stable relationship based upon mutual respect, honesty and trust. Negotiations shall concentrate on the issues contained in the party's proposals.
2. **BARGAINING SESSION** – Negotiation sessions shall take place at either West Allis City Hall or at West Allis Fire Department at times mutually acceptable to the above parties. The length of negotiation sessions will be determined by the progress being made, but under normal circumstances shall be limited to four (4) hours. Sessions shall be held at least once in each two (2) week period unless it is mutually agreed otherwise. Meetings times will be mutually agreed to.
3. **BARGAINING TEAM** – The composition of each bargaining team shall be decided by each respective team. However, in no event shall either bargaining committee consist of more than eight (8) personnel.
4. **OPEN MEETINGS AND PRESS RELEASES** – Bargaining sessions between the City and the Union shall be closed to the press and public after the first session. No press release concerning negotiations shall be made unless the content of the press release is mutually agreed upon.
5. **TENTATIVE AGREEMENTS** – The parties agree to sign and date tentative agreements as they are reached during the course of negotiations by the respective committee leader(s), Inclusive of these ground rules.
6. **AUTHORITY OF BARGAINING TEAMS** – Both bargaining committees shall have authority to make tentative agreements on behalf of the City and the Union respectively. However, it is understood that tentative agreements are subject to ratification by the Common Council and the Union. The City Bargaining Team will present the tentative agreement to the Common Council for ratification after the Union has agreed upon it.



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7. AGENDA FOR FIRST BARGAINING SESSION – Pursuant to Section 111.70(4)(cm)(2), the first meeting between parties for the purpose of discussing initial proposals will be held in open session. Each party shall submit its' initial proposals to the other party in writing.
8. MINUTES – Each bargaining team is responsible for taking its own minutes of the negotiation sessions. Utilization of electronic or other verbatim transcription devices in the negotiations room is prohibited.
9. CAUCUS – When the parties wish to caucus, the City, as host, shall provide the Union with a meeting room suitable for this purpose.

City Representative: _____ Date: _____

Union Representative: _____ Date: _____