

West Allis Professional Firefighter's Association, Local 342, IAFF
1082 Evergreen Trail
Oconomowoc, WI 53066

June 19, 2021

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

Request to Negotiate a Successor Collective Bargaining Agreement

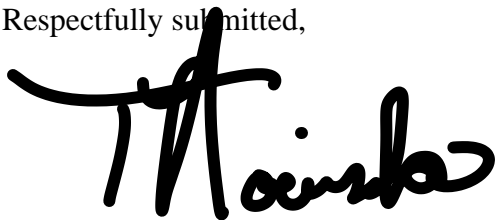
Dear City of West Allis:

The current collective bargaining agreement between the City of West Allis (the City) and the West Allis Professional Firefighter's Association, Local 342, IAFF (the Association), will expire on December 31, 2021 as described in Article XXXII. It is the intent of the Association to enter collective bargaining with the City to negotiate a successor collective bargaining agreement. The Association submits this letter as its written notice of intent to commence collective bargaining as defined by Wisconsin State Legislature 111.70(1)(a).

Prior to collective bargaining, the Association proposes the attached ground rules be agreed upon by both parties to maintain clear expectations while maximizing productivity. Any concerns from the City regarding individual ground rules shall be addressed to reach a mutually agreeable compromise. It is the intent of the Association to begin bargaining in September 2021 pending availability of the City's bargaining committee.

The Association looks forward to reaching a responsible, mutually beneficial agreement to succeed the current collective bargaining agreement while remaining sensitive to the needs of both the City and the Association. Thank you for your attention and timely response.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Tyson P. Novinska', with a stylized, cursive script.

Tyson P. Novinska
President | West Allis Professional Firefighter's Association, Local 342
Cell: 262.365.1944
Email: L342president@gmail.com

GROUND RULES FOR COLLECTIVE BARGAINING

West Allis Professional Firefighter's Association
Local 342, IAFF, AFL-CIO, CLC
and
City of West Allis

1. THE GOAL of collective bargaining is to foster a mature, long-term relationship between the Association and the City based upon mutual respect, honesty, and trust. Bargaining shall concentrate on the issues contained in either proposal while adhering to Wisconsin State Legislature Chapter 111 as applicable.
2. BARGAINING shall take place at either West Allis City Hall or at West Allis Fire Department Administration at times mutually agreeable to the above parties. The length of each bargaining session shall be determined by the progress being made, but under normal circumstances shall be limited to four (4) hours. Sessions shall be held once every two (2) weeks unless it is mutually agreed otherwise.
3. BARGAINING COMMITTEE composition shall be decided by the Association and the City, pursuant to 111.70(2) and 111.70(5), respectively. However, in no event shall either bargaining committee consist of more than eight (8) persons.
4. AUTHORITY OF BARGAINING COMMITTEES shall include the ability to prepare and offer tentative agreements representative of the interests of the City, and the Association, respectively, as it relates to wages, hours, and conditions of employment as defined by 111.70(1).
5. THE INITIAL BARGAINING SESSION shall be for the purpose of exchanging written offers from which to begin collective bargaining. Both parties shall submit a prepared, written proposal, and provide supporting documentation as applicable, or requested, to clarify rationale behind each respective proposal.
6. TENTATIVE AGREEMENTS shall be signed and dated as they arise during bargaining by the respective committees pursuant to 111.70(3)(d). It is understood that tentative agreements are subject to ratification by the Common Council and the Association. It is agreed that tentative agreements shall be first ratified by the Association prior to being presented to the Common Council for final ratification.
7. RECORDING OF MINUTES shall be the responsibility of each respective bargaining committee. The utilization of electronic recording or other verbatim transcription devices shall be prohibited.
8. CAUCUS rooms shall be available, and of reasonable accommodation, as provided by the host committee to allow the visiting committee to discuss in private any matters relating to collective bargaining proposals submitted.
9. PRESS RELEASES concerning collective bargaining shall not be produced by either the City or the Association except as otherwise mutually agreed upon. All meetings shall be considered closed session unless otherwise mutually agreed upon.

City Representative: _____ Date: _____

Association Representative:  _____ Date: 