

RESOLUTION NO. 16-1113

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, KING COUNTY, WASHINGTON REGARDING LABOR POLICY AND GRIEVANCE REVIEW

WHEREAS, the City Council is charged with the authority to review and approve all labor contracts; and

WHEREAS, the Mayor is customarily charged with the responsibility to bargain labor contracts; and

WHEREAS, the Mayor is charged with the authority to supervise the administration of city business consistent with adopted policy and labor agreements; and

WHEREAS, the review and adjudication of labor grievances has both management and policy elements involving both the Mayor and the City Council; and

WHEREAS, there are at least two labor grievances that have been filed against the City of Black Diamond; and

WHEREAS, the City Council by motion at its Regular Council Meeting on May 5 called for the investigation of one of these grievances but included no specifics; and

WHEREAS, there are facts that once established may likely resolve these grievances; and

WHEREAS, one such fact is that the Council wishes to have the support of staff at all of its Standing Committee meetings in a manner that is consistent with the existing contract; and

WHEREAS, another such fact is that Councilmember Morgan has stipulated that her oral comments at the Regular Council Meeting on May 5 "were not intended to cast aspersions against any staff person but were directed to the whole process

involving the contractual authority of the Mayor to approve and terminate contracts"; and

WHEREAS, coordination between the City Council and Mayor is helpful in order to ensure that the bargaining and management of labor contracts is consistent with Council authority to review and approve all labor contracts and establish labor policy; and

WHEREAS, the City Council believes that transparency and timeliness regarding the bargaining of labor contracts and response to informal and formal grievances are important aspects of good faith and good working conditions for all employees; and

WHEREAS, the City Council may adopt labor policies to instruct the bargaining and management of labor contracts consistent with contract terms.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. The Mayor is requested to bargain with Teamsters Local 117 to allow represented employees to perform their duties in support of the City Council and its Standing Committees in a manner that is consistent with the existing contract.

Section 2. The Mayor is requested to investigate and report to Teamsters Local 117 and the City Council all the facts regarding the DKS voucher including the stipulation by Councilmember Morgan regarding her comments made at the Regular Council Meeting on May 5.

Section 3. The City Council requests that the Chair of the Government Operations and Administration Committee begin to develop labor and personnel policies for Council review to instruct future bargaining of labor contracts and the handling of grievances.

PASSED BY THE CITY COUNCIL OF THE CITY OF BLACK DIAMOND,
WASHINGTON, AT A REGULAR MEETING THEREOF, THE 7TH DAY OF JULY,
2016.

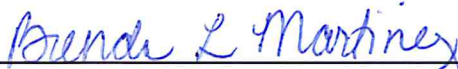
CITY OF BLACK DIAMOND



Carol Benson, Mayor

*Under protest & at the
advice of her labor attorney.*

Attest:



Brenda L. Martinez, City Clerk