POSITION PAPER 2

Subject: **Labor/Management Relations**
Date: **May 4, 1989**
Amended:

Purpose Statement

Labor/Management relations are fundamental for maintaining and improving the services provided to the public. Extreme positions, either by labor or management, tend to reduce the effectiveness of an organization. Maintenance of stable relations between labor and management is in the best long-term interest of the public, labor, and management.

Recommendation

The Association's position of labor/management issues consists of the following points:

1. The Association supports direct negotiations between labor and management, leading to a contractual agreement. Third party intervention in the negotiation process should be limited. Arbiters should be limited in their judgment to the issues left unresolved by negotiation, and to the range of options between the two opposing positions on those issues.

2. The Association endorses arbitration of disputes between management and labor where arbitration is conducted by a neutral their party, and where the labor group provides and essential emergency service.

3. The Association will oppose expansion of the employees' negotiation rights in the management of the organization.

4. The Association will oppose expansion or arbitration rights to non-emergency personnel, such as office staff, dispatchers, civilian inspectors, and public education personnel.

5. The Association does not support additional state imposed benefits for employees unless funding for those benefits is also provided by the state.