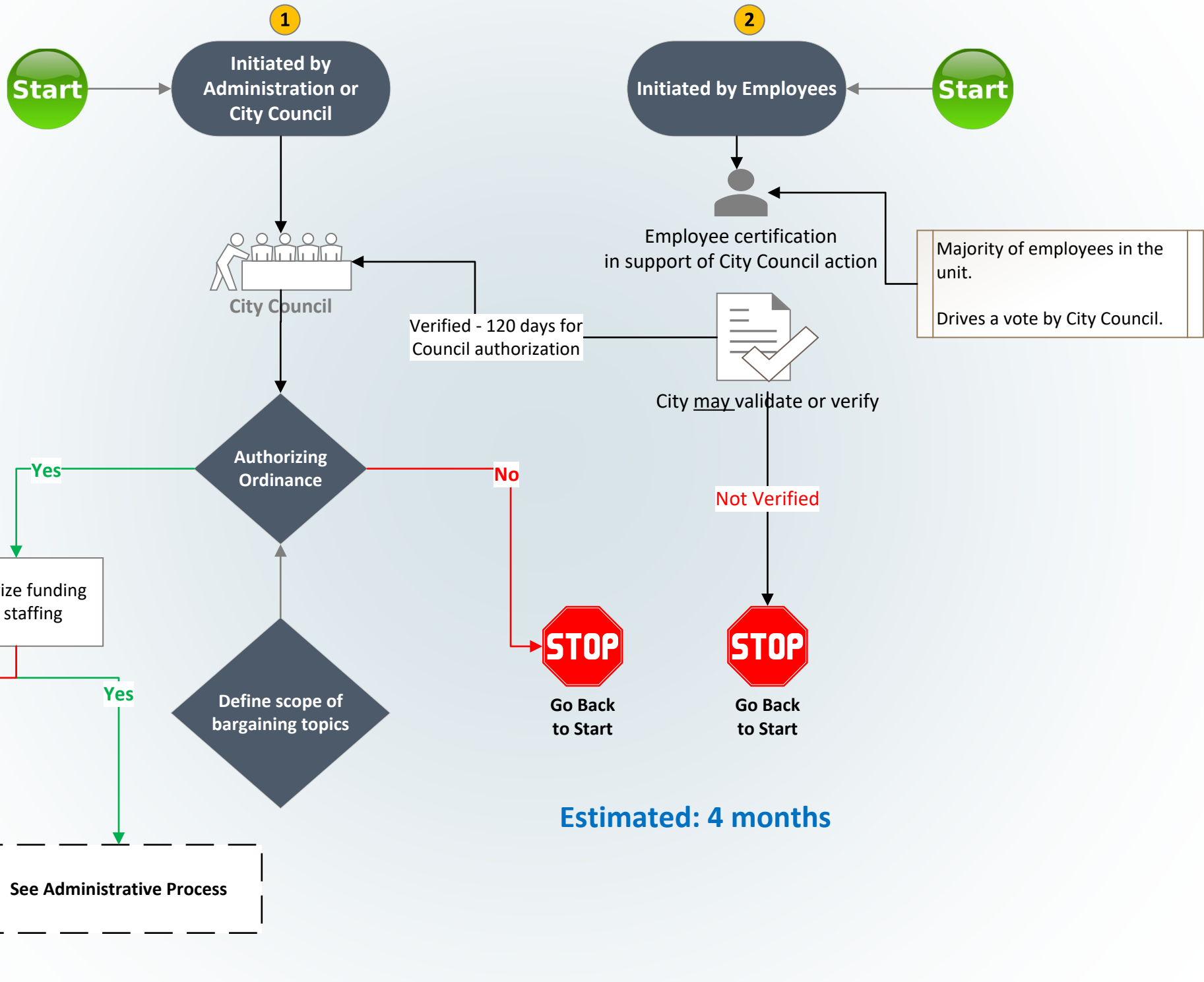


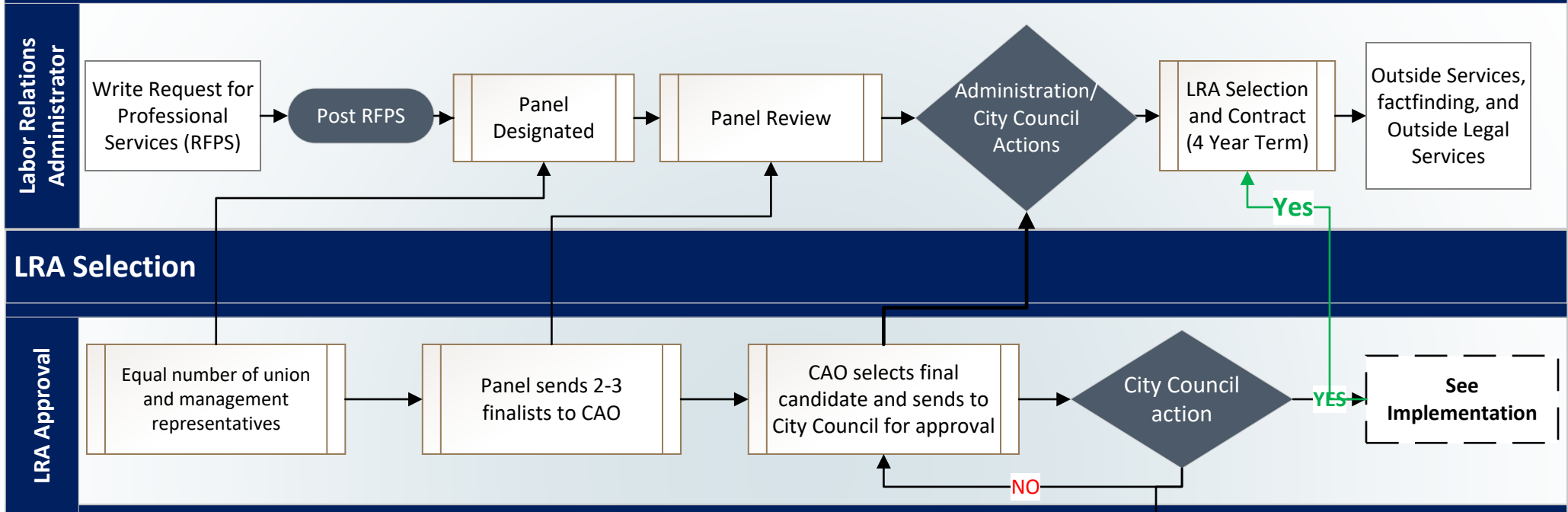
A. Two Methods to Approve Collective Bargaining



B. Administrative Process - Implementation-Post City Council Authorization and Pre-Elections

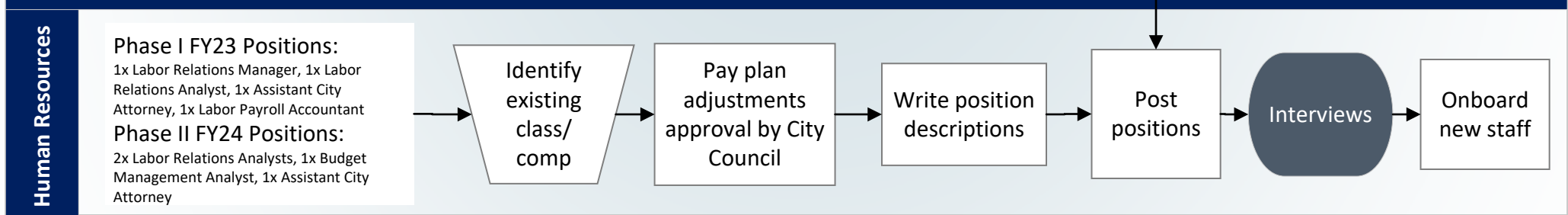
Contracted Services for Labor Relations Administrator (LRA)

12 Months



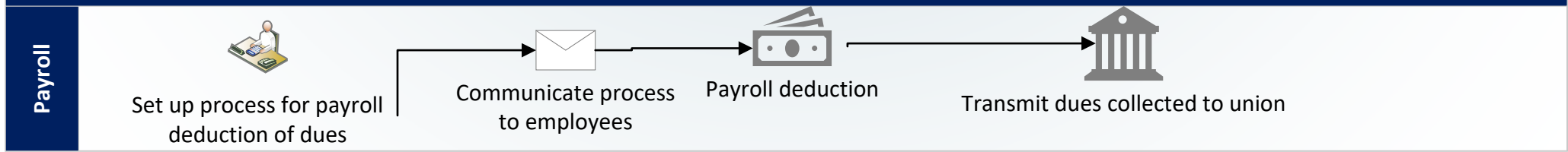
Staffing

12 Months



Administrative Actions

3 Months

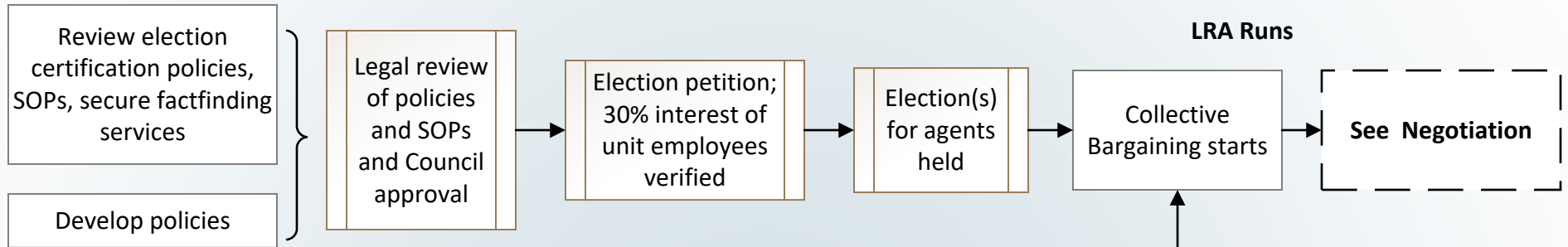


C. Implementation - Labor Relations Administrator (LRA) and Administration

6 Months

Develop Election/Certification of Collective Bargaining Impasse and Fact Finding

Labor Relations Administrator



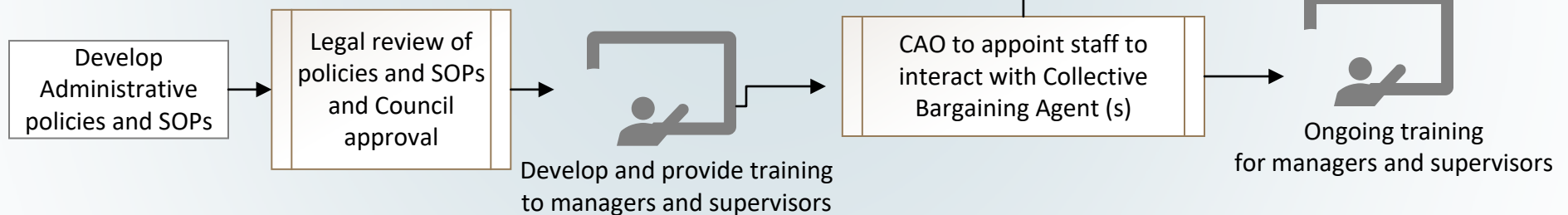
LRA Runs

Unions and Employees

Dues Collection and Remittance, Employee and Management Guidance

6 Months

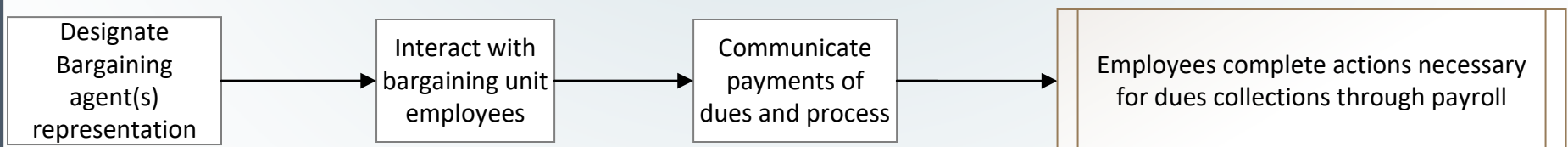
Administration



Employees

6 Months

Bargaining Agent(s)



D. Negotiation

