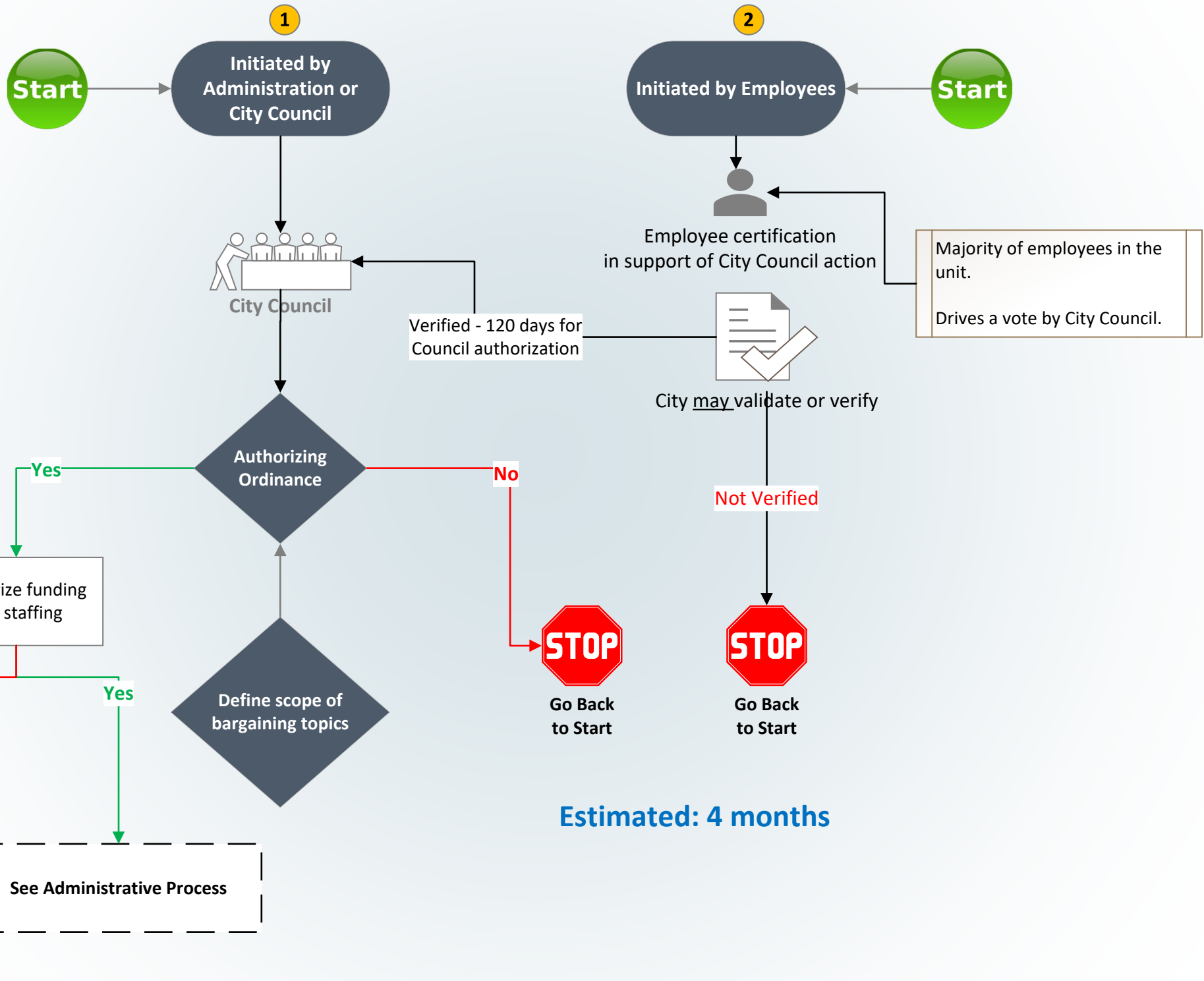


A. Two Methods to Approve Collective Bargaining

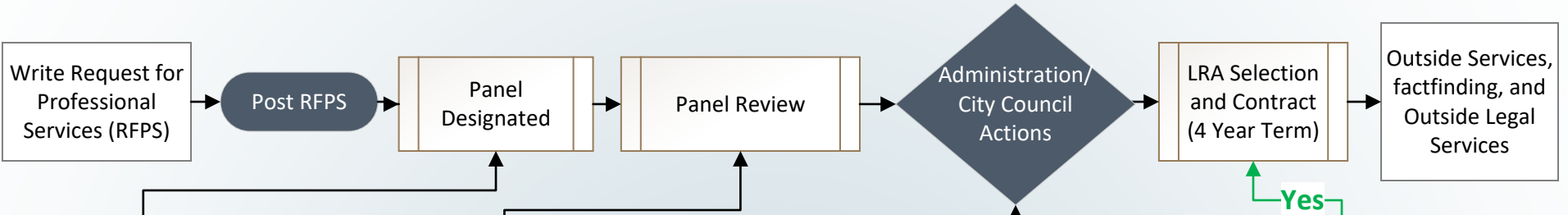


B. Administrative Process - Implementation-Post City Council Authorization and Pre-Elections

Contracted Services for Labor Relations Administrator (LRA)

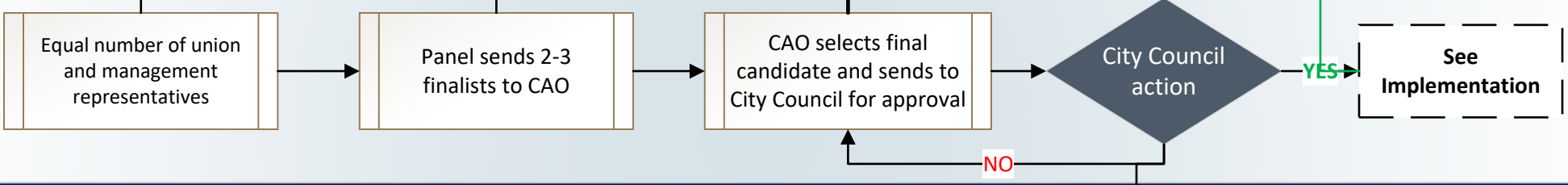
12 Months

Labor Relations Administrator



LRA Selection

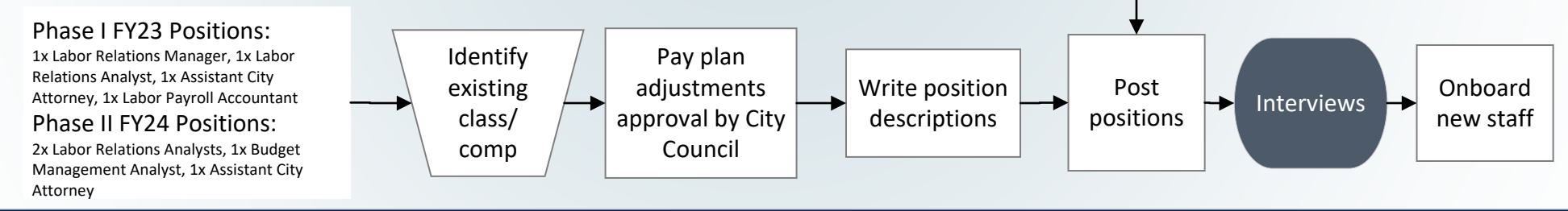
LRA Approval



Staffing

12 Months

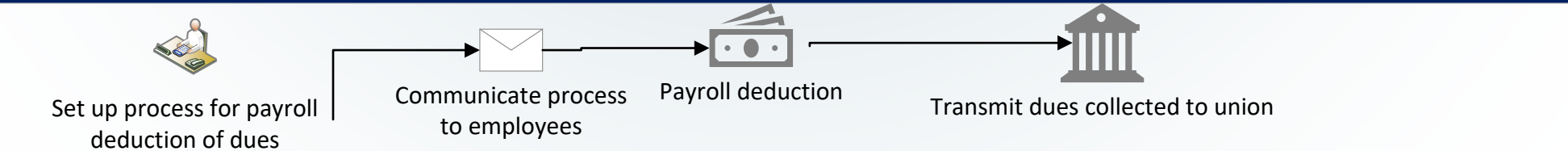
Human Resources



Administrative Actions

3 Months

Payroll

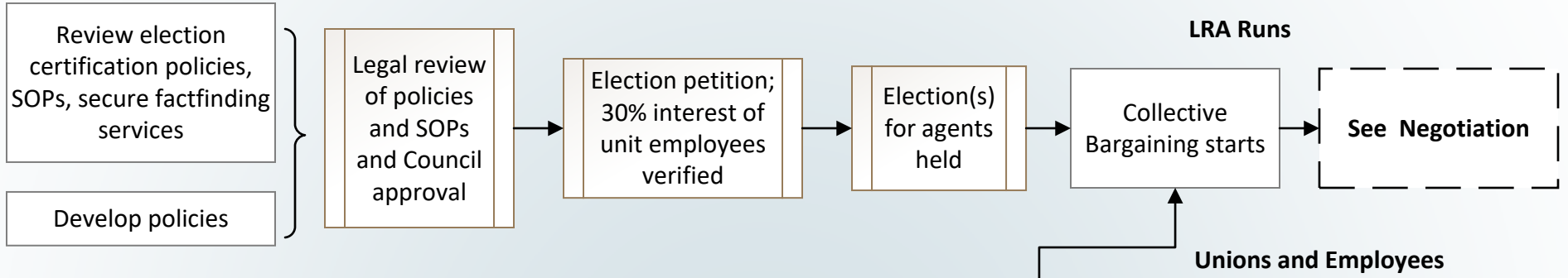


C. Implementation - Labor Relations Administrator (LRA) and Administration

6 Months

Develop Election/Certification of Collective Bargaining Impasse and Fact Finding

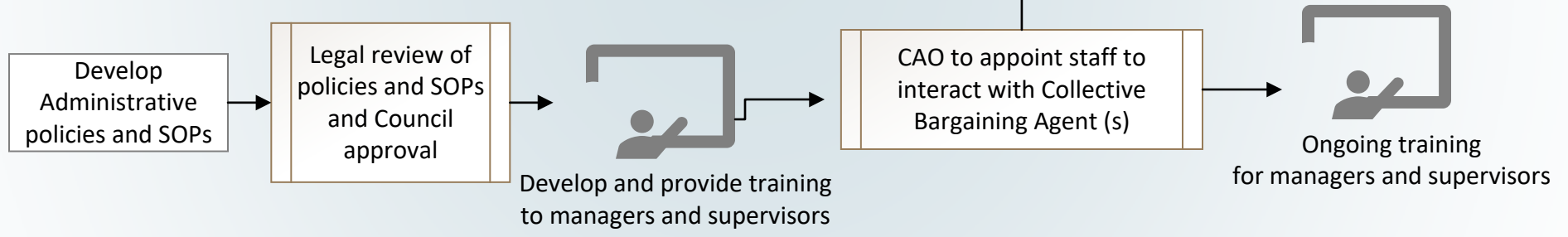
Labor Relations Administrator



Dues Collection and Remittance, Employee and Management Guidance

6 Months

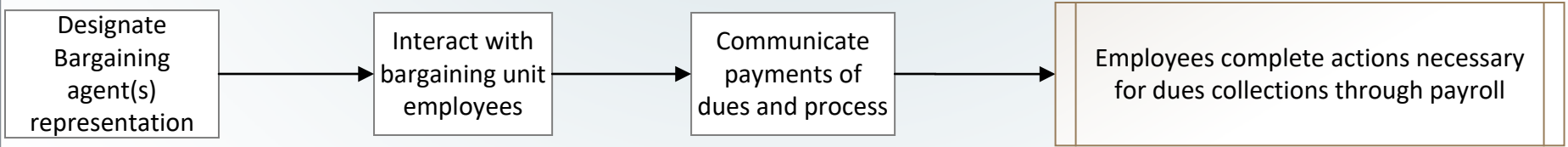
Administration



Employees

6 Months

Bargaining Agent(s)



D. Negotiation

