

**LEELANAU COUNTY
BOARD POLICY**

GENERAL SUBJECT: Administrative/Governance Policies
Administrator

Policy No. **1.03**

SPECIFIC SUBJECT: Collective Bargaining Policy

Adopted: 10/11/1988

Revised: 02/15/1994

Revised: 11/19/2013

APPLIES TO: Leelanau County Elected and Appointed Officials.

PURPOSE: To establish a clear and consistent basis for the conduct of all collective bargaining to which the County may become a party. It is further to establish the County's basic bargaining organization and policy frame work within which County bargaining will be conducted.

Philosophy:

1. The County Board believes that negotiating is a process carried on within specific guidelines set down by the bargaining decision makers. It is an effort best conducted by a small, cohesive, well-prepared, designated negotiation team. Desired contract language is developed in advance concerning each of the Employer's positions. The County Board's fiduciary responsibility to the taxpayers of Leelanau County can only be properly and faithfully discharged if this type of preparation is undertaken and completed well in advance of commencing negotiations
2. It is important to leave negotiating to the Negotiating Team. It is important to avoid falling victim to the "end run" tactics frequently practiced by some organizations representing Public Employees. This is a situation in which the Union seeks to avoid dealing with the Negotiating Team on difficult issues by going around them and dealing directly with policy people. The Leelanau County Board believes that it is critically important for no member of the employer organization to discuss bargaining/negotiating issues with members of the employee Negotiating Team or any member of the Union after bargaining has commenced. Similarly, public statements should be made only in accordance with procedures agreed upon in advance by all sectors of the employer organization. Preparation and careful execution of plans which have been reviewed and are acceptable to the entire employer organizations are the best tools the employer has in achieving its objectives and protecting legitimate taxpayer interests in the collective bargaining process.

Collective Bargaining Authority and Guidelines:

1. The Leelanau County Board of Commissioners has recognized that the faithful discharge of its fiduciary responsibility to the taxpayers of Leelanau County necessitates early and careful preparation for the collective bargaining agreement negotiations.
2. The Board of Commissioners shall meet with the Negotiating Team at critical points in the bargaining process.
3. In recognition of the above listed finding and opinion, the Leelanau County Board of Commissioners hereby resolves:
 - a. That the Negotiating Team be authorized and directed to negotiate on behalf of the Board, wages, fringe benefits, hours and conditions of employment subject to the general policy and economic guidelines established by the Board.
 - b. The Board further resolves that the Negotiating Team be directed to meet with elected County officers as appropriate to each Bargaining Unit to ascertain their desires with respect to forthcoming negotiations and secure authorization to negotiate on their behalf as well as the County Board of Commissioners.
 - c. The Board reserves the rights, and recognizes the rights of County officers, to review and approve or disapprove the tentative collective bargaining agreement negotiated by the designated Negotiating Team.