

WORK SESSION of the Greenbelt City Council held on Monday, December 21, 2020, to discuss the Collective Bargaining Agreement.

Mayor Byrd started the meeting at 8:00 p.m. It was held virtually via Zoom.

Present were Councilmembers Judith F. Davis, Leta M. Mach, Emmett V. Jordan, Silke I. Pope, Edward V.J. Putens, Rodney M. Roberts, and Mayor Colin A. Byrd.

Also present were Nicole Ard, City Manager; Todd Pounds, City Solicitor; Bertha Gaymon, City Treasurer; Rick Bowers, Police Chief; Mary Johnson, Human Resources Director; and Bonita Anderson, City Clerk.

Mr. Silvestri presented an overview of the general collective bargaining agreement (CBA) process to the City Council, providing a detailed explanation of its key elements. He began by outlining the purpose of collective bargaining agreements, which are negotiated between employers and employee unions. These agreements define the terms of employment, including wages, benefits, working conditions, and other contractual rights for employees. Mr. Silvestri emphasized the importance of maintaining open communication between both parties to foster a collaborative negotiation environment.

The presentation continued with a breakdown of the typical stages in the CBA process. Mr. Silvestri explained that it began with preliminary discussions and proposal exchanges between the employer and the union, followed by formal negotiations. Throughout these discussions, both sides aim to reach an agreement that addresses the needs and concerns of employees while remaining financially feasible for the municipality. He noted that negotiations often involve several rounds of counterproposals as both parties work toward a mutually beneficial compromise.

Mr. Silvestri also highlighted the role of mediation and arbitration in the CBA process. If the parties cannot reach an agreement through negotiation, they may bring in a neutral mediator to help resolve conflicts. If mediation fails, arbitration may be used as a final step, with an independent arbitrator making binding decisions on unresolved issues. Mr. Silvestri pointed out that these methods are essential tools to prevent prolonged disputes that could disrupt services.

In discussing the financial implications of collective bargaining agreements, Mr. Silvestri emphasized the importance of budget planning and fiscal responsibility. He noted that CBAs often include long-term commitments that must be factored into municipal budgets, including salary increases, healthcare benefits, and pension obligations. Therefore, it is critical for city councils to carefully evaluate the financial impact of each agreement to ensure that it remained sustainable over time.

The presentation concluded with a discussion on the importance of ongoing dialogue and relationship-building between unions and employers. Mr. Silvestri stressed that fostering positive labor relations is key to a smooth negotiation process and to preventing conflicts from escalating into strikes or work stoppages. He encouraged Council to remain engaged and informed

throughout the CBA process to support a fair and effective outcome for our police officers and the community.

The meeting ended at 10:07 p.m.

Respectfully submitted,

Bonita Anderson
City Clerk