

RESOLUTION NO. 2016-03-013R

RESOLUTION TO SUPPORT REFORM OF BINDING ARBITRATION IN ILLINOIS

WHEREAS, collective bargaining works best when both sides are equally matched; and

WHEREAS, current binding arbitration law in Illinois for public safety employees gives undue power to arbitrators and is undermining collective bargaining in Illinois by creating an unsustainable burden on local governments and local taxpayers; and

WHEREAS, we believe that current proposals to undermine collective bargaining by allowing local governments to declare bankruptcy and void labor contracts is not in the long-term interests of the people of Illinois; and

WHEREAS, we believe a better alternative--widely approved by local governments--would be to reform the binding arbitration process and thereby provide a more sustainable system of collective bargaining;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF URBANA, ILLINOIS, as follows:

We request that the Illinois legislature carefully consider the costs and benefits of revising binding arbitration as follows:

1. Allow the arbitrator to adopt either management's or the union's last offer of settlement or any intermediate position that he/she deems appropriate;
2. Require the arbitrator to state the facts and the legal bases underlying such award;
3. Require the arbitrator to give greatest weight to the financial ability of the unit of government to meet the costs of the settlement considering:

- i. Other services provided by and other priorities of the unit of government as determined by the governing body;
- ii. A reasonable operating reserve against future contingencies;
- iii. The financial impact on the community of any award made by the arbitrator;
- iv. The interests and welfare of the public;
- v. The ability of the employer to attract and retain qualified personnel at the wage and benefit levels provided;
- vi. Comparison of the wages, hours and conditions of employment of the employees in the arbitration proceeding with the wages, hours and conditions of employment of other employees of the employer. A well-established internal pattern shall be given greater consideration or priority over external patterns or comparisons.
- vii. The arbitrator shall not be given the power to overturn a decision to terminate a police officer or firefighter for due cause unless the Police Chief or Fire Chief has clearly overstepped the bounds of his/her authority.

PASSED BY THE CITY COUNCIL this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

AYES:

NAYS:

ABSTAINS:

\_\_\_\_\_  
Phyllis D. Clark, City Clerk

APPROVED BY THE MAYOR this \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Laurel Lunt Prussing, Mayor