

11-09-18

# Open & Transparent Labor Negotiation Process

September 29<sup>th</sup>, 2011  
Personnel & Civil Service Committee

# City of San Jose Model Background

- Back in 2006, the City of San Jose along with the Sunshine Reform Taskforce set out to make the closed session process transparent and open to the public
- Approved in 2007 as a pilot
- Housed under the Office of the City Manager- Labor Relations Bureau

# Open Labor Negotiation Process

## San Jose Model

- Prior to the negotiations session with bargaining units, the City of San Jose releases a staff summary
  - ◆ Includes: The demographics of the bargaining unit and any concerns or issues the city will be requesting from the bargaining unit.
  - ◆ Public document, posted online and presented to council in an open session

# Open Labor Negotiation Process

## San Jose Model

- Weekly updates on proposals received for bargaining units are posted online
- Staff provides weekly presentation or updates to council during open session
- Information disclosed in closed session are not disclosed to the public, without Council approval through a vote