



August 23, 2011

TO: All Union Presidents

FROM: Milton Dohoney, City Manager

Milton Dohoney Jr.

SUBJECT: Union Release Time

How the City monitors union release time has been called into question as a result of the Diana Frey matter. In order to strengthen public confidence and to ensure stronger accountability, it is my belief that additional measures must be put into place.

Some of the measures I am considering to ensure appropriate use of union release time in the future are: (1) requiring all union officials to sign a sworn affidavit at least once annually certifying that their union release time has been used strictly for union business as defined in the applicable labor contract; (2) requiring an itemization of the reason for use of union release time on each leave slip (e.g., "Grievance meeting, "Pre-disciplinary meeting, LMC meeting, etc.); (3) **stricter enforcement of City policy (HR P&P 2.2) regarding political activities and lobbying by City employees on City time** and (4) mandatory union/management training conducted by the HR and Law Departments regarding appropriate use of union time.

Please be assured that these measures are not intended to be punitive. To the contrary, scrutiny for union release time will help both union and City officials to be more accountable.

A more ideal situation for both the unions and the City would be for union presidents to be released for union business for 100% of their time and to be fully compensated by the unions. Such compensation would be in the form of a cash payment to the City, or as a time bank reimbursement similar to the current arrangement with the FOP and Local 48.

I therefore request that you consider entering into an MOU with the City that would provide for (1) full-time release for each union president; and (2) 100% reimbursement of such time from the Union to the City. Any union release time that is paid for by the union would of course not be subject to monitoring provisions I have listed above. We would also be willing to further discuss with you the appropriate means of monitoring union time for other union officials such as stewards.

Please confirm with me in writing, no later than September 9, 2011, your position on this issue. Thank you for your time and consideration.