City of Birmingham
A Walkable Community

MEMORANDUM

Human Resources Office

DATE: **January 28, 2015**

TO: **Joseph A. Valentine, City Manager**

FROM: **Dan Schulte, HR Manager**

SUBJECT: **City Commission Consideration of Teamster Grievance**

I have attached a request by Teamsters Local 214 for City Commission consideration a grievance of September 22, 2014. A copy of the grievance procedure up to this point has been provided under separate cover.

Step 5 of the grievance procedure contained in the current collective bargaining agreement provides that the City Commission may:

1. Render a decision on the grievance with or without a hearing of the grievance; or,

2. Waive consideration of the grievance

Should the City Commission waive consideration, or render a decision which the Union finds to be unsatisfactory, the Union may submit the grievance to binding arbitration.

If the City Commission elects to hear the grievance, a mutually agreeable hearing date would be established. Appearances would be made by the Union business agent and the City's labor counsel. In keeping with the previous practice, it is suggested that City general counsel Tim Currier would be designated to chair the hearing with regard to procedural matters.

If the City Commission elects to waive consideration of the grievance, the Union may then submit the grievance to binding arbitration.

SUGGESTED RESOLUTION:

To schedule a hearing of the Teamsters Local 214 grievance of September 22, 2014 for a mutually agreeable hearing date. Further, to designate City counsel Tim Currier to chair the hearing for procedural matters.

Or

To waive consideration of the Teamsters Local 214 grievance of September 22, 2014.