

## PETITION FOR CHARTER AMENDMENT

TO: Mayor and City Council, City of Austin, Texas, located in Travis, Williamson, and Hays Counties: We, the undersigned duly qualified voters of the City of Austin, State of Texas, present this petition and respectfully request, pursuant to Texas Local Government Code Chapter 9, that the Austin City Charter be amended by adding new Article IX, Section 7 to read as follows:

### **Section 7. Collective Bargaining Impasse.**

If the City and the Austin Firefighters Association, Local 975 of the International Association of Fire Fighters, have reached an impasse regarding the negotiation of a collective bargaining agreement, pursuant to Texas Local Government Code § 174.152:

(a) Either the City or the Association, after written notice to the other party containing specifications of the issues in dispute, may request arbitration and, in such event, the City and the Association shall submit all issues in dispute to arbitration within 45 days of receipt of the requesting party's written arbitration request. The arbitration ruling shall be final, binding, and enforceable against both parties.

(b) Both parties shall select one arbitrator within 5 days of the original written request to arbitrate and provide written notification to the other party of the name and contact information for the selected arbitrator. The selected arbitrators shall attempt to select a third (neutral) arbitrator within 10 days of their selection in order to form a three-person Arbitration Board. If the arbitrators are unable to agree on a third arbitrator, the parties shall request a nationwide list of 9 qualified neutral arbitrators from the American Arbitration Association. The parties or their designees may agree on one of the 9 neutral arbitrators on the list. If they do not agree within 5 days after the date they receive the list, each party or the party's designee shall alternate striking a name from the list, and the name remaining is the third arbitrator. The third arbitrator shall preside over the Board. Any decisions made by the Board at any stage of the arbitration process will be determined by simple majority vote of the selected arbitrators.

(c) Arbitration shall be conducted by the City and the Association pursuant to the procedures, timelines, duties, requirements, and rights as set forth in Texas Local Government Code §§ 174.155, 174.157–174.162, 174.164, and 174.253, or any successor to these statutory provisions.

(d) In making its decision, the Board may consider only the following: (1) the history of collective bargaining agreements and negotiations between the parties; (2) compensation and conditions of employment that prevail in comparable public sector employment in other cities; (3) the rate of increase or decrease in the cost of living for the Austin area as determined by the Consumer Price Index (CPI-W), adjusted as necessary to account for housing and tax costs in the Austin area and other relevant local factors; (4) any of the following conditions: (A) hazards of employment, (B) physical qualifications, (C) educational qualifications, (D) mental qualifications, (E) job training, (F) skills, (G) employee morale, and (H) any other factors the Board determines to be relevant to the issues raised by the parties; and (5) revenues available to and contractual obligations of the City and the impact of any arbitration ruling on the taxpayers of the City.

*Each of the undersigned states that s/he personally signed this petition; that s/he has not signed any other petition of the same measure; that s/he is a qualified voter of the City of Austin, Texas; that his/her place of residence in said City including street and number is correctly written after his/her name; and that s/he has read the said petition and understands the same.*

Signature	Printed Name	Date of Birth	Residence Address	City	County of Registration	Voter Registration Number	Date
1.				Austin			
2.				Austin			
3.				Austin			
4.				Austin			
5.							