

RESOLUTION ESTABLISHING THE PRINCIPLE OF  
COLLECTIVE BARGAINING FOR CITY EMPLOYEES

WHEREAS, harmonious employer-employee relations are essential if  
the City is to serve the public effectively, and;

WHEREAS, employees of the City should, to the greatest extent possible,  
enjoy the same benefits and privileges as employees in the private sector,

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

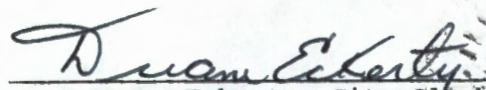
1. City employees shall be recognized for collective bargaining purposes,  
at such time as a majority of the permanent, full time employees of a department  
indicate, by petition, their desire to so organize, and at such time as the  
proper bargaining units or organizations to be recognized can be agreed upon  
by the City and the employees.

2. Once employees have indicated their desire to be represented by a  
union or employee organization for collective bargaining purposes, employee  
committees shall conduct negotiations with the Mayor and/or his staff.

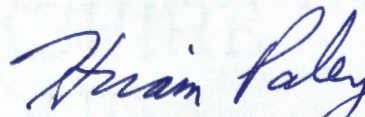
3. The negotiating process shall be entered into and carried out in good  
faith on the part of the City. Should problems arise as to proper bargaining  
units or organizations to be recognized, the City Council and the Mayor will  
establish the necessary administrative machinery to resolve said problems.

4. Any contract agreed upon as a result of the collective bargaining  
process shall be subject to ratification by the City Council.

PASSED by the City Council this 18th day of February, 1974.

  
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Duane Eckerty, City Clerk

APPROVED by the Mayor this 19th day of February, 1974

  
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Hiram Paley, Mayor

This resolution was given to this office  
on March 14, 1974.