

From: James Michels
To: Johnson, Janet (BMS)
Cc: Davis, Laura J; Sherral Schmidt
Subject: [EXTERNAL] City of Minneapolis and Police Officers Federation of Minneapolis BMS Case No. 20-PIF-0433
Date: Friday, December 13, 2019 2:34:00 PM

Hello Commissioner Johnson – as you will recall, several months ago when the parties were ready to commence bargaining on the successor to the Labor Agreement that expires 12/31/2019, we had requested assistance from BMS for Interest Based Bargaining Training. We have been applying the process on several issues and, although we have made progress on many of those issues, the Federation is now requesting that the case be moved to traditional mediation. It is my understanding that a formal Petition for Mediation Services need not be filed. If you do require that we file a Petition, please advise and I will submit one electronically. Thank you for your consideration.

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From: James Michels
To: [Davis, Laura](#)]
Subject: [EXTERNAL] POFM and City - Mediation
Date: Friday, December 13, 2019 3:16:30 PM
Attachments: [Davis Ltr re Mediation \(12-13-19\).pdf](#)

Laura – please see the attached. I will send the hard copy by US Mail.

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December 13, 2019

Laura Davis
Director of Labor Relations
Room 100 – Public Service Center
250 South Fourth Street
Minneapolis MN 55415-1339

RE: Police Officers Federation of Minneapolis – Collective Bargaining

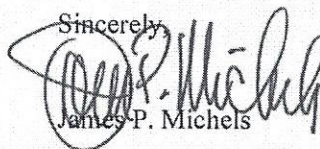
Dear Laura:

I am writing to follow up on our telephone conversation about the Federation's decision to request mediation. As you will recall, during our last bargaining session the Federation raised the prospect of filing for mediation to assist us in more effectively utilizing the interest based bargaining process. You requested that we give the process another chance during the scheduled afternoon session. Although our respective teams did an admirable job of working through two issues, after the conclusion of that session the Federation team still felt that we would be better served with a facilitator from BMS under traditional mediation.

Subsequently, we learned that there has been a request from members of the public to attend our negotiations. Although the Federation Team had already decided to request mediation, I do want to address this issue. One of the initial tasks in an interest based bargaining process is for the parties to develop a Process Agreement that establishes certain "ground rules" to guide their negotiations. As you know, our Process Agreement contains standard provisions regarding limitations on the size and make-up of our negotiation teams, the scope of who may attend the sessions, and confidentiality requirements. One of the purposes of these provisions is to facilitate the free-flow of ideas which is critical to the honest dialogue necessary for the interest based process to work. The attendance of outside parties (even members of the Federation or other City union leaders) who would not be bound by these ground rules seems incompatible with the nature of interest based bargaining and our Process Agreement. Accordingly, even if we had not already decided to file for mediation, we likely would have done so in order to preserve the integrity of the process. We trust you understand.

We look forward to continuing to work with you and your team as we seek to reach a negotiated resolution of all open issues.

Sincerely,



James P. Michels

cc: POFM Negotiation Team