

## RESOLUTION NO.

**WHEREAS**, the Council believes a democratic workplace is an essential aspect of a democratic community; and

**WHEREAS**, the City is served by over sixteen thousand employees who work each day to advance the values and goals of our community; and

**WHEREAS**, several thousand civilian employees of the City are members of Local 1624 of the American Federation of State, County, and Municipal Employees (AFSCME) union; and

**WHEREAS**, AFSCME Local 1624 has represented City workers for over 50 years; has played an essential role in ensuring our workforce is respected and supported; and has helped build important management structures such as the Municipal Civil Service policies of the City, which guarantee fair process in hiring, promotion, and discipline; and

**WHEREAS**, the future success of our City depends on a supported and successful workforce; and

**WHEREAS**, the State of Texas has banned collective bargaining for unions representing public sector civilian workers, but the Texas Attorney General declared in Opinion JM-156 that political subdivisions may allow such a union to act as a spokesperson for employees in “consultations”; and

**WHEREAS**, current fiscal challenges have forced City leadership to consider substantial cost-saving reforms, including initiatives to consolidate positions in areas such as technology services and human resources, which will impact the employment and working conditions of City workers; and

**WHEREAS**, other Texas political subdivisions, including the Austin and San Antonio Independent School Districts, have established consultation policies

26 with unions representing civilian workers as a way to ensure efficient operations  
27 and fair and balanced decision-making when a local government takes actions that  
28 substantially impact the jobs and working conditions of its employees; and

29 **WHEREAS**, the Council desires that City leadership consult with AFSCME  
30 Local 1624 prior to taking actions that impact the jobs and working conditions of  
31 our civilian employees; **NOW, THEREFORE**,

32 **BE IT RESOLVED BY THE COUNCIL OF THE CITY OF AUSTIN:**

33 The City Manager is directed to facilitate a meeting between City staff and  
34 representatives of AFSCME Local 1624 and develop a proposed consultation  
35 policy that will be presented to Council for approval no later than February 26,  
36 2026.

37 **BE IT FURTHER RESOLVED:**

38 The consultation policy will establish a process by which representatives of  
39 civilian City workers, through AFSCME Local 1624, meet regularly with  
40 representatives of the Office of the City Manager.

41 **BE IT FURTHER RESOLVED:**

42 This consultation policy will include the creation of a Consultation  
43 Committee that incorporates the following:

44 I. Statement of Purpose

45 A Consultation Committee shall be established for the purpose of creating a  
46 means by which the City Manager's Office may consult with City workers on  
47 matters that substantially impact employees who are not covered by Chapters 143  
48 or 174 of the Texas Local Government Code, including: employment policies and

49 procedures; working conditions; and future City actions that may require  
50 departmental reorganization, departmental restructuring, and/or reductions in force.

51 The City recognizes that our municipal civil service is enhanced when  
52 channels of communication are open and when harmonious working relations exist  
53 between and among workers and management.

54 **II. Consultation Subjects**

55 The topics of consultation for the Consultation Committee shall include City  
56 decisions that substantially impact groups of employees covered by this policy,  
57 including but not limited to the following potential actions:

- 58 • Publication of new information that substantially impacts the  
59 workforce, such as budgets, budget revisions, budget forecasts, market  
60 studies, or changes in policy;
- 61 • Changes to employee benefits;
- 62 • Changes in working conditions;
- 63 • Consideration of future reductions in force (RIFs) and whether they  
64 might be avoided;
- 65 • Reorganization or consolidation of departments or programs;
- 66 • Changes to human resources policies, guidelines, or implementation;  
67 and
- 68 • Decisions to utilize artificial intelligence, automation, or other  
69 technological innovations that may lead to the elimination of jobs or  
70 substantial changes in working conditions.

72                   **III. Committee Composition**

73                   The City Manager's Office shall be represented on the Consultation  
74                   Committee by the City Manager, or their designee, and other designated  
75                   representatives.

76                   City workers shall be represented on the Consultation Committee by  
77                   representatives of AFSCME Local 1624.

78                   **IV. Schedule of Meetings**

79                   The City Manager or the Manager's representative shall call an initial  
80                   meeting of the Consultation Committee no later than 30 days after the date of the  
81                   adoption by Council of a consultation policy. The purpose of this meeting shall be  
82                   to discuss and select matters for consideration by the Consultation Committee and  
83                   develop a meeting schedule and meeting format. The Consultation Committee shall  
84                   meet often enough to ensure timely discussion of issues that substantially impact  
85                   civilian employees.

86                   **V. Procedure**

87                   The City Manager or their designee will furnish to Consultation Committee  
88                   members, upon reasonable request, such information as will assist them in  
89                   developing intelligent, feasible, and constructive proposals on subjects of  
90                   consultation.

91                   A designee of the City Manager shall keep minutes of each meeting, and  
92                   such minutes will be made available for review and acceptance by the Consultation  
93                   Committee. At least twice per year, the City Manager shall provide a written  
94                   update to Council on the work of the Consultation Committee, including any items  
95                   of consensus agreed to by the Office of City Manager and AFSCME Local 1624.

The process established under the consultation policy shall not impact the rights of individual employees under the Municipal Civil Service rules.

**BE IT FURTHER RESOLVED:**

Council hereby reiterates its commitment to protect the rights of City employees, as guaranteed by the First Amendment of the United States Constitution, to assemble, petition government, and present grievances without threat of retaliation.

**ADOPTED:** \_\_\_\_\_, 2026

## ATTEST:

Erika Brady  
City Clerk