

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

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

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

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

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

BE IT FURTHER RESOLVED:

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

BE IT FURTHER RESOLVED:

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

I. Statement of Purpose

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

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

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

II. Consultation Subjects

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

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