

**DECISION ON IMPROPER PRACTICE CHARGE CONCERNING CITY'S
PROPOSALS ADVANCED TO INTEREST ARBITRATION**

On December 18, 2007, Public Employment Relations Board Administrative Law Judge Jean Doerr issued her decision on the improper practice charge filed by the Albany Police Officers Union, Council 82 Local 2841, concerning certain matters the City of Albany sought to advance for consideration at the interest arbitration between the City and Local 2841.

In the improper practice charge, Local 2841 challenged as improper five proposals of the numerous proposals that the City submitted for interest arbitration. Those five allegedly improper proposals concerned: (1) health insurance prescription co-pays; (2) hours of work – flexible hours; (3) overtime scheduling – calling in officers on overtime; (4) hours of work – scheduling system; and (5) personal leave. The Administrative Law Judge ruled that the first four of the proposals referenced above are properly before the interest arbitration panel and that the fifth proposal referenced above is not properly before the panel. For the complete text of the decision, please click on the link below.

Now that the parties are clear about which issues are properly before the panel, the interest arbitration hearing will continue to conclusion on January 4, 2008. The Union has strong arguments against each of the proposals in question and will make those arguments both in the hearing and in the post-hearing briefs. We will keep you apprised of the matter.