



Civil Service *and* Labor Relations Workshop

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Hyatt Regency • Conroe

Success at the Bargaining Table

Julia Gannaway *Partner, Ross, Gannaway, Clifton PLLC*

Holly Guidry *HR/Civil Service Director, City of Nederland*

Linda Spacek *Director of Human Resources, City of San Marcos*

David Zacherl *Fire Chief, City of Texas City*



**What is your definition
of “Success”?**

Identify goals

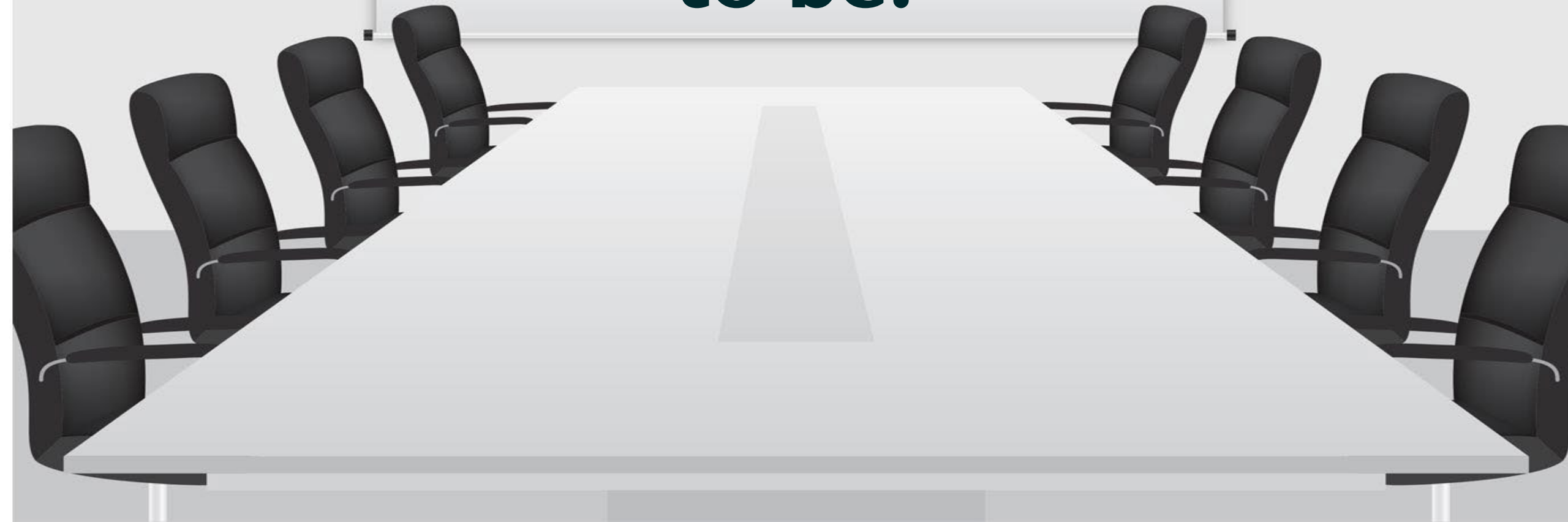
To reach agreement?

Improve working relationship?

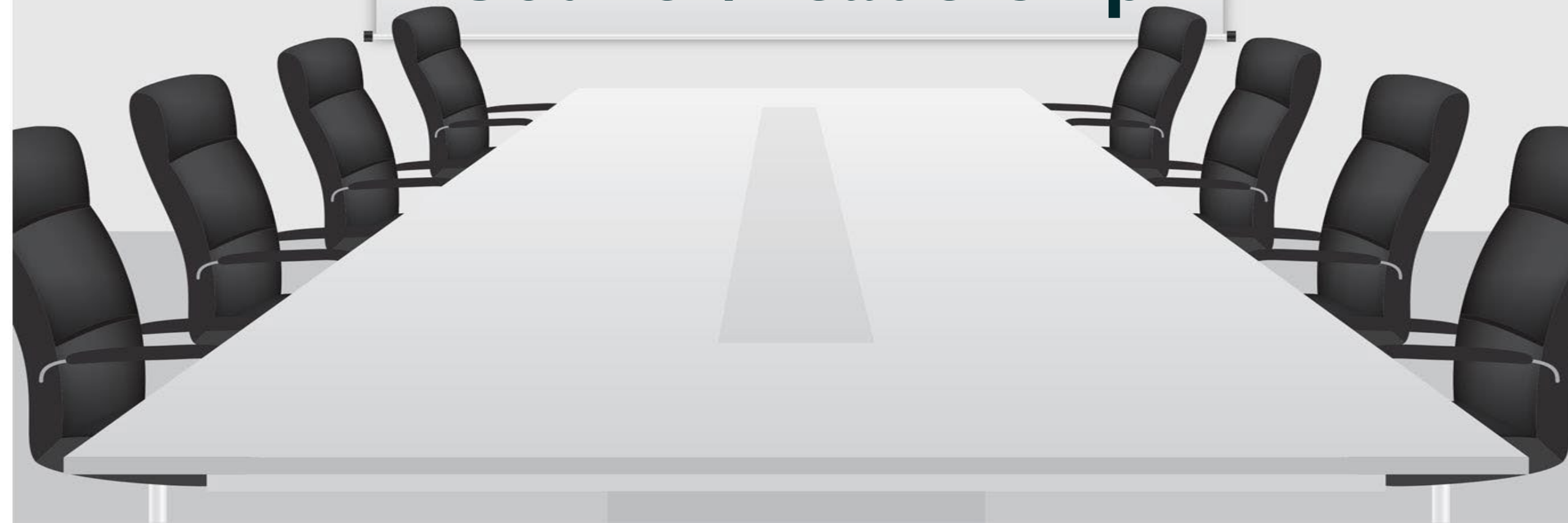
Establish/Re-establish trust?



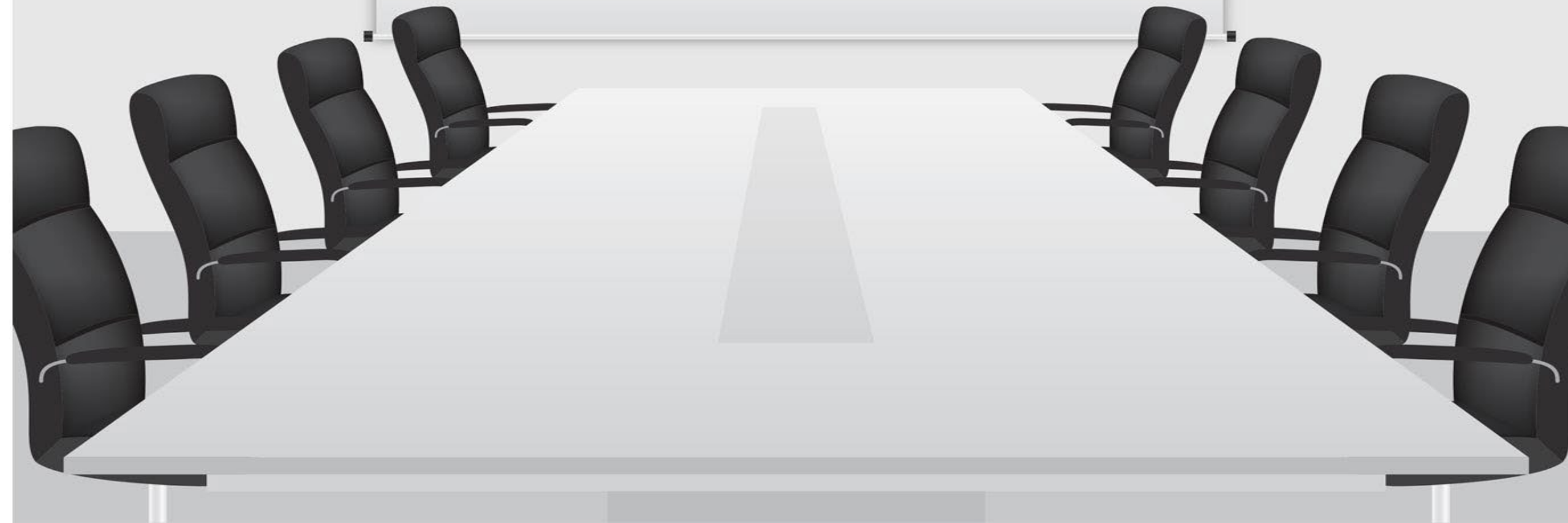
**Know Going in:
Where do you Want
to be?**



**Understand What can
be Done Based on
Council/Leadership**



Who Should be at the Table?



A 3D-rendered conference room. In the center is a long, white, rectangular conference table. Ten black, high-back office chairs with armrests are arranged around the table, five on each side. At the far end of the room, a large whiteboard is mounted on a silver frame. The whiteboard has the text "Establishing Ground Rules" written on it in a bold, dark teal font. The room has a light gray floor and white walls.

Establishing Ground Rules

Schedule

Dates, location, and number of meetings




A 3D-rendered conference room. In the foreground, a long, white, rectangular conference table is surrounded by black, high-back office chairs. The chairs are arranged in two rows of five on each side of the table. In the background, a large whiteboard is mounted on a wall. The whiteboard has the text "Public Meetings: New Requirements" written on it in a bold, dark green font. The room has a light gray floor and a plain white wall.

Public Meetings: New Requirements

**Non-Adversarial
or
Adversarial?**



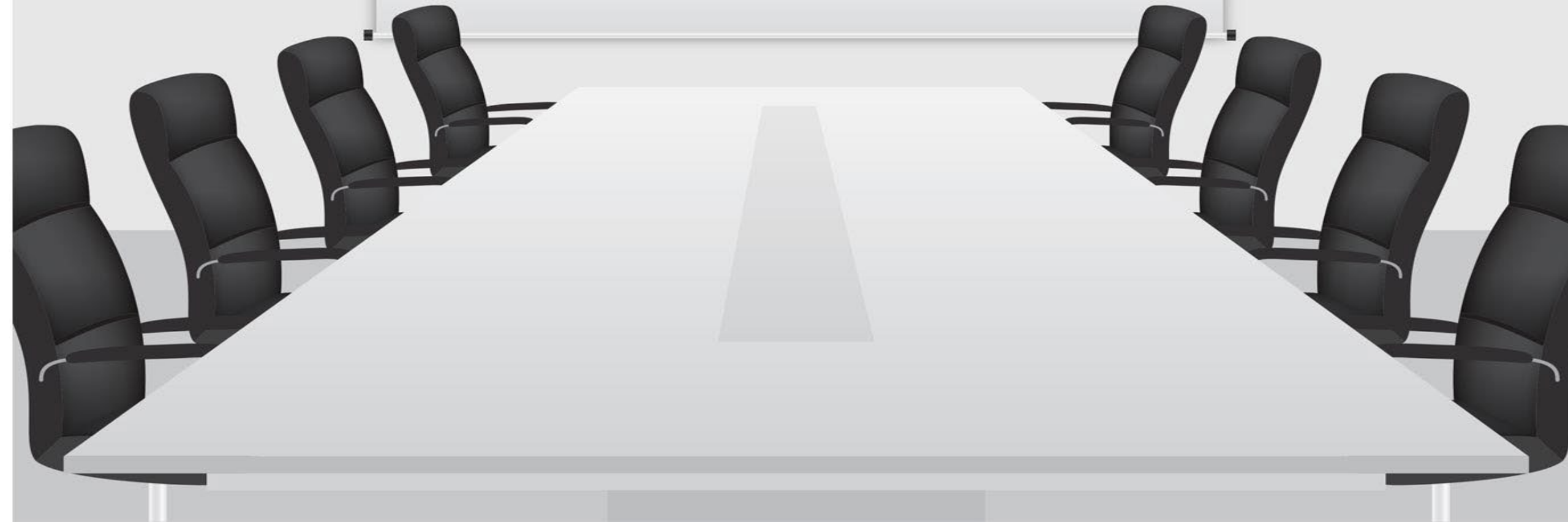
A 3D rendering of a conference room. In the background, a whiteboard is mounted on a wall. The whiteboard contains the text: "Interest based bargaining – Resources Federal Mediation Conciliation Service". The text is centered and written in a bold, dark blue font. In the foreground, a long, white conference table is surrounded by black office chairs. The chairs are arranged in two rows, facing each other across the table. The room has a light gray floor and a white wall.

**Interest based bargaining –
Resources Federal
Mediation Conciliation
Service**

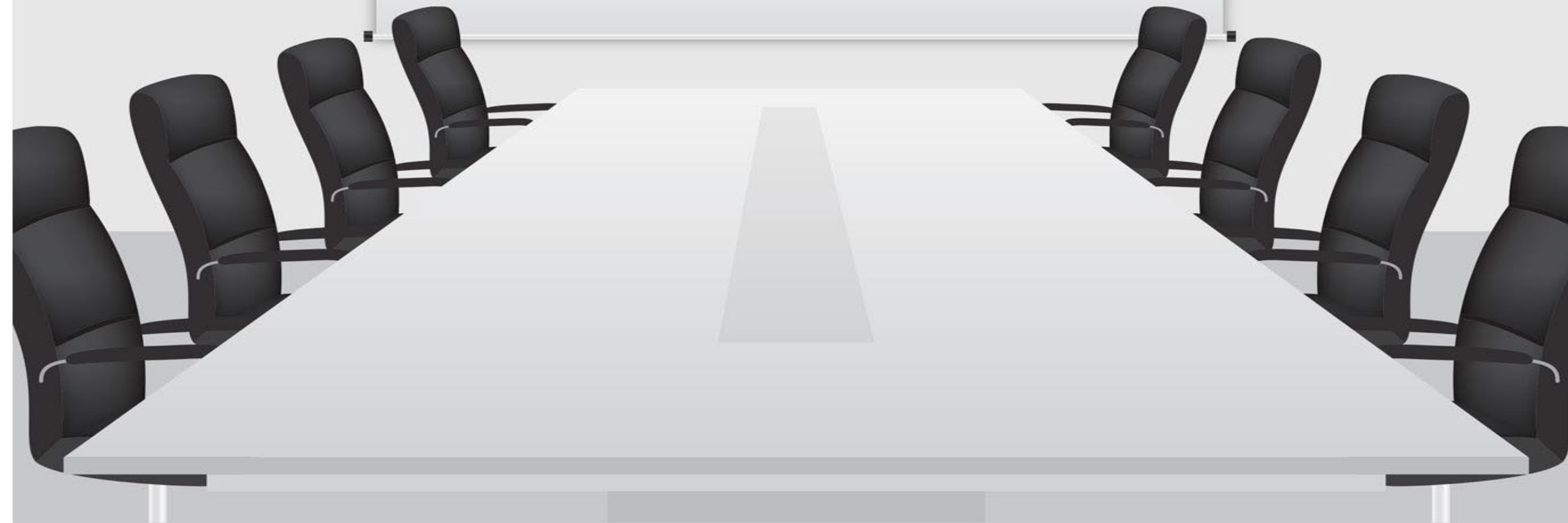
Prioritize Needs

A 3D rendering of a modern conference room. In the center is a long, white, rectangular conference table. Surrounding the table are several black, high-back office chairs with armrests. At the far end of the room, a large whiteboard is mounted on a stand. The text "Prioritize Needs" is written on the whiteboard in a bold, dark green font. The room has a clean, minimalist aesthetic with a light gray floor and white walls.

**Work Toward
the Interest**



**As Win-Win as
Possible**



What Can be Bargained?

Mandatory v Permissive subjects

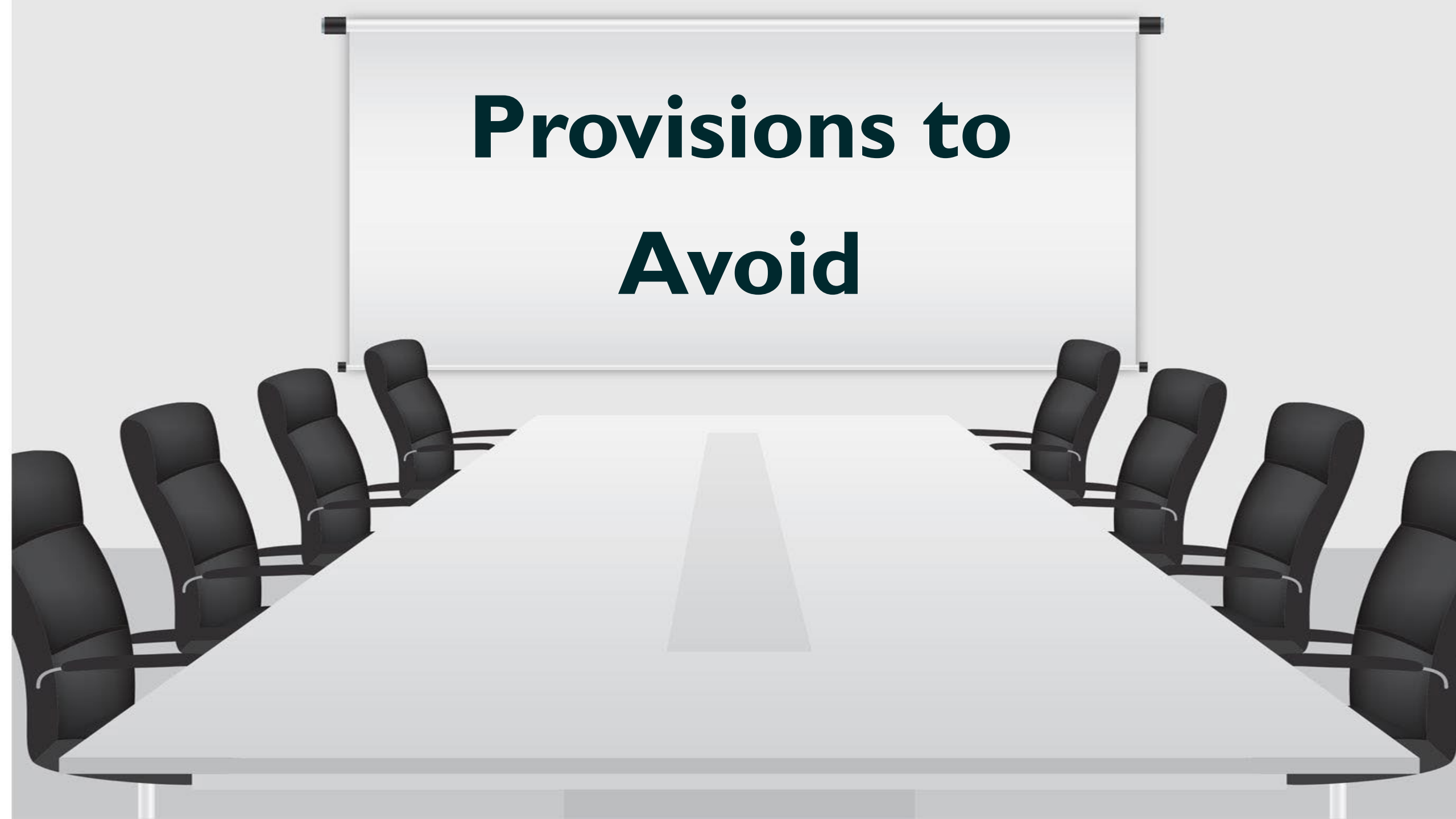


A 3D-rendered conference room. In the background, a whiteboard is mounted on a wall. The whiteboard has the text "Get Quick Wins" and "*momentum*" written on it. In the foreground, a long, light-colored conference table is surrounded by several black office chairs. The room is brightly lit, and the overall aesthetic is clean and professional.

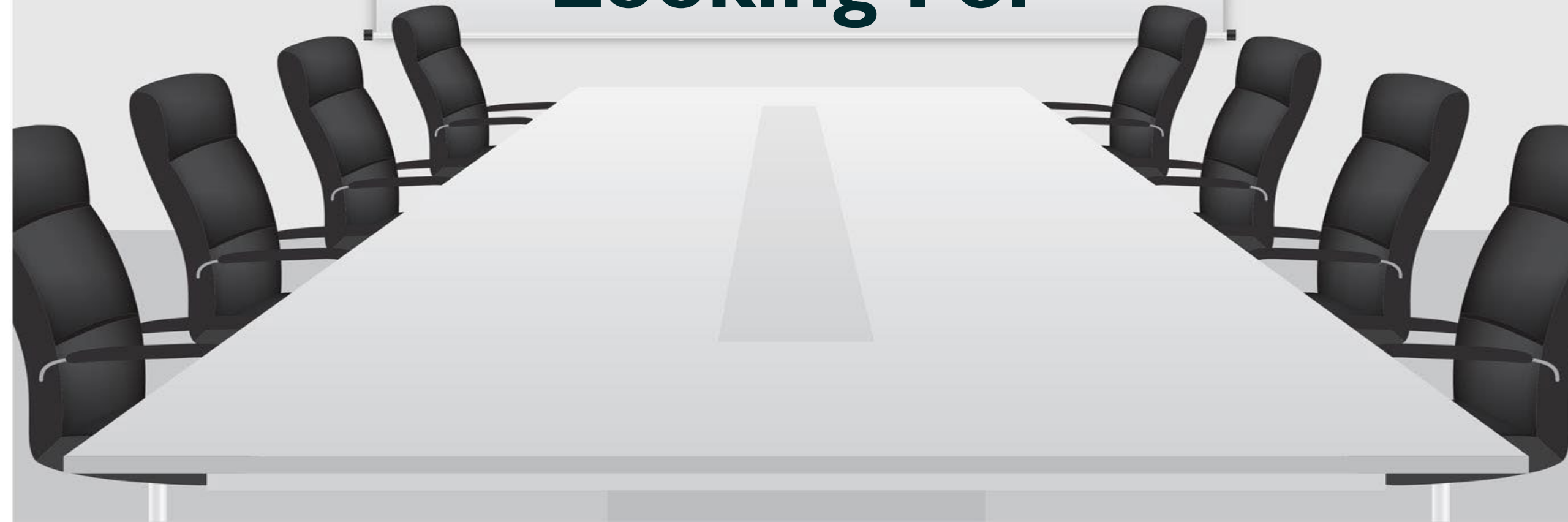
Get Quick Wins

momentum

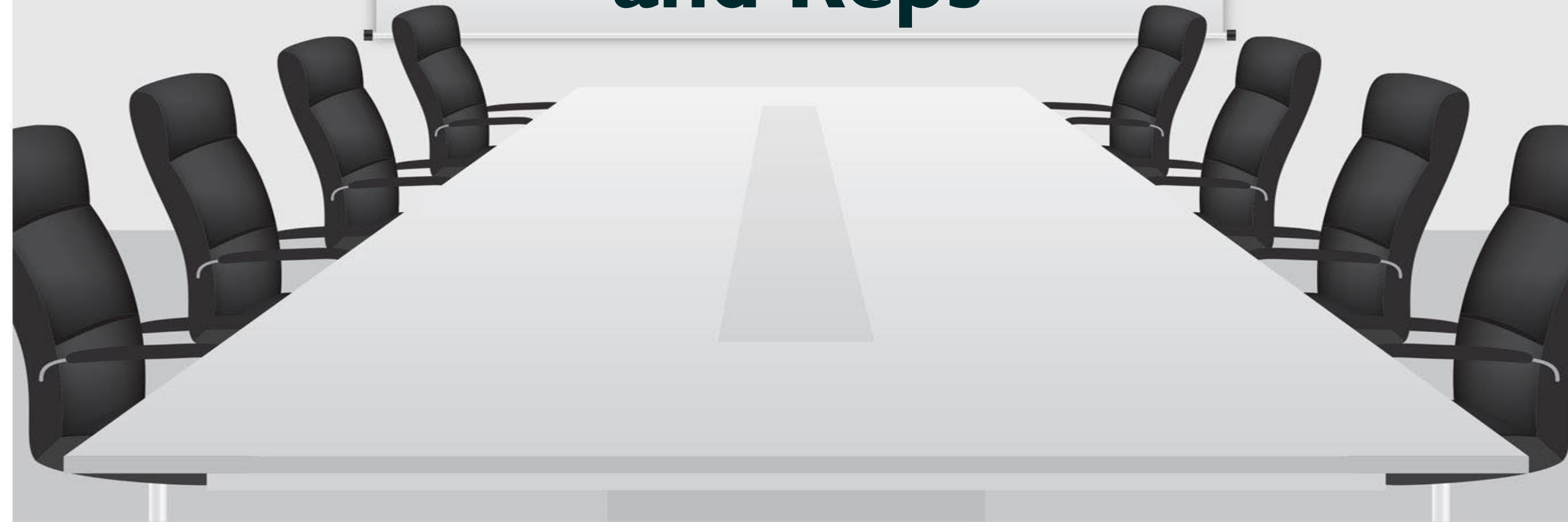
Provisions to Avoid



**Be Transparent on
What Each Side is
Looking For**



Ongoing Meetings Between Leadership and Reps



A blue-tinted photograph of a meeting. In the foreground, a person's hand is holding a blue pen over a document. Another hand is visible in the background, gesturing. The overall scene is a professional meeting or discussion.

Questions?

THANK YOU!



ROSS | GANNAWAY | CLIFTON, PLLC
Attorneys at Law

Julia Gannaway

JG@RossGannaway.Law

817.332.8512



SAN MARCOS

Linda Spacek

Lspacek@SanMarcostx.gov

512.393.8072

Holly Guidry

HGuidry@Ci.Nederland.tx.us

409.723.1501



City of
Nederland
TEXAS

David Zacherl

dzacherl@texascitytx.gov



Texas City
EST. 1911