City of Troy

Human Resources Department

Date: December 17, 2009

TO: All Classified & Exempt Employees

FROM: John Szerlag, City Manager
Peggy Sears, Human Resources Director

SUBJECT: Results of Union Elections

By now each of you should have received the tabulation of results from both union elections which show that department directors and other Classified and Exempt employees voted in favor of not being unionized. We are pleased in that this sends a message to management that a majority of you trust the relationship we have developed over the years, and would prefer to work directly with management to address the issues with which we have to deal.

In the informational meetings that have been held during the election campaign period, many of you expressed a desire to be able to take an active role in working with management to arrive at concessions and other cost-saving measures to help address the budget deficit projections. To that end, we intend to invite participation in meetings to hear your suggestions and discuss options for management to take into consideration. (Some of you have indicated that, while you would like to contribute to this process, you would like to do so anonymously, and that is also fine.) We are confident that as we move forward we can continue to build on the relationship we've had.

Please know that these meetings cannot take place until MERC has officially certified the election results. The certification is expected to take place within the next ten days. Our discussions will begin early in January.

JS/PES/bjm