



City of Toledo
Department of Human Resources

Tyrome Alexander, Director

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August 27, 2019

To: The Honorable Council President Matt Cherry and Members of Toledo City Council

Thru: Mayor Wade Kapszukiewicz
Catherine Crosby, Chief of Staff
Abby Arnold, Deputy Chief of Staff

WPK (8-27-19)
AMA 8/27/19

From: Tyrome Alexander, Director of Human Resources

Anthony Markwood, Chief of Bargaining and Representation

TY 8/27/19
AM 8/27/19

Re: **Tentative Agreement with Teamsters Local 20**

On July 31, 2019, the City of Toledo and the Teamsters Local 20 reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, Teamsters Local 20 consists of approximately 82 employees in multiple positions at the Division of Solid Waste and the Division of Water Reclamation. The current collective bargaining agreement with the City expired on December 31, 2018. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last several months to negotiate the terms of a successor agreement.

The tentative agreement requires all new members to enroll and remain in the direct deposit program for the duration of their employment. Also, in the event the City purchases a Human Resource Information System ("HRIS"), all employees will be enrolled in the direct deposit program for the duration of their employment. In addition, the agreement substantially strengthens management's right to discipline employees who have attendance-related issues. Further, the agreement provides for a comprehensive drug and alcohol testing policy. The agreement also provides more leniency to supervisors during the overtime call-out process which will reduce the number of grievances and reduce the amount of grievance payouts.

Moreover, the economic terms are consistent with those reached with other bargaining units in this contract cycle. The agreement provides an increase in the meal allowance provision, from \$9.00 to \$11.00, to reflect parity with AFSCME Local 7 and AFSCME Local 2058. Further, to help curb health care costs, the agreement provides for an increase in the emergency room co-

pay from \$100 to \$200. The remaining terms of the health care provision remain the same, with the parties agreeing to continue to negotiate that issue together with the other affected bargaining units as part of a multi-unit bargaining. The agreement also adds the new Heavy Equipment Mechanic position to the list of positions that receive the solid waste incentive pay. Lastly, the agreement provides for a 1.5% base pay increase in January 2019, another 2.5% increase in January 2020, and a 3% increase in January 2021. The impact of these increases on the general fund is minimal, as only ten (10) Union members are paid out of that fund. The remaining employees are paid out of the storm sewer fund.

On August 27, 2019, the Union ratified the tentative agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.