

## **Speaking Points**

Professional Services for Collective Bargaining

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### **Purpose:**

This ordinance is to authorize the Mayor and Director of Law to enter into any necessary agreements with the law firm of Spengler Nathanson to provide professional assistance for the City of Toledo labor contract negotiations and related matters.

### **Background:**

- Collective bargaining will be occurring at the end of this year and most of next year with the City's non-uniformed and uniformed bargaining units.
- Per ORC 4117 and by agreements with the labor unions, bargaining must follow a highly structured process which may cumulate into Fact Finding and other proceedings.
- The City's Chief of Bargaining and Negotiation resigned earlier this year and the City has not been successful in its recruitment efforts in selecting a viable candidate.
- The lawyers at Spengler Nathanson have considerable experience and expertise representing public employers in labor and employment law matters, including collective bargaining.
- Council has previously authored contracts with this firm for employment, labor and collective bargaining matters.
- The firm has proven itself to be capable and diligent in the provision of legal services to the City

### **Cost:**

Cost for this engagement should not exceed \$200,000. Funding will come from the vacant Chief of Bargaining and Negotiation and Human Resources funds.