

DEPARTMENT OF LAW

MEMORANDUM

January 7, 2019

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

Thru: Vallie Bowman-English, Clerk of the Toledo Municipal Court *VBE*
Dale Emch, Director, Department of Law *DRE*

From: Michael Niedzielski, Chief, Labor and Employment, Department of Law *MJN*

Re: **Tentative Agreement with AFSCME Local 3411**

On December 13, 2018, the Clerk of Toledo Municipal Court and the AFSCME Local 3411 bargaining unit reached a tentative agreement on the terms for a successor collective bargaining agreement.

As background, AFSCME Local 3411 consists of approximately 64 employees working as Deputy Clerks in the Toledo Municipal Court. The current collective bargaining agreement with the Clerk of Court expired on December 31, 2018. Pursuant to the statutory bargaining process under the Ohio Revised Code, the Clerk and the Union met on December 13, 2018 to negotiate the terms of a successor agreement.

Regarding the economic terms, the agreement provides for a 1.5% base pay increase in January 2019, a 2.5% increase in January 2020, and a 3% increase in January 2021. These terms are consistent with those reached with City of Toledo bargaining units. In addition, to maintain compliance with the City's living wage ordinance, the start rate for new employees has been increased to seventy percent (70%) of the base rate. Further, the lunch period has been increased to an hour, to reflect parity with the Clerk supervisor's union, UAW Local 12. Lastly, to help curb health care costs, the agreement provides for an increase in the emergency room co-pay from \$100 to \$200, and the parties further agree to continue to negotiate health care together with the other affected bargaining units as part of a multi-unit bargaining.

On January 4, 2019, the Union ratified the tentative agreement. The Clerk of Court requests that City Council likewise approve this tentative agreement.

Please advise if you have any questions or concerns.