

DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

August 24, 2018

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

Thru: Mayor Wade Kapszukiewicz *WK*  
Catherine Crosby, Chief of Staff *CS*  
Abby Arnold, Deputy Chief of Staff *AMA 8/24/18*

From: Michael Niedzielski, Director of Human Resources  
Anthony Markwood, Chief of Bargaining and Representation *AM 8/24/18*

Re: **Tentative Agreement with AFSCME Local 2058, Main Unit**

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On August 10, 2018, the City of Toledo and the AFSCME Local 2058, Main Unit reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, AFSCME Local 2058 Main Unit consists of approximately 225 employees in multiple positions across several City divisions, mainly in the Departments of Public Utilities and Public Service, and includes professional, technical, and supervisory employees. Its current collective bargaining agreement with the City expired on May 31, 2018. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met several times over the last four months to negotiate the terms of a successor agreement.

The tentative agreement reached clarifies the overtime process for on-call personnel. In addition, it provides for a more efficient progressive disciplinary process, which will streamline the timeframes for City managers, administrators, and commissioners. The new agreement also provides some flexibility in the promotional process.

Regarding the economic terms, 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. There is also an increase in the meal allowance provision, from \$9.00 to \$11.00, to reflect parity with AFSCME Local 7. Lastly, to help curb health care costs, the agreement provides for an increase in the emergency room co-pay from \$65 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 aforementioned economic terms are consistent with other settled agreements and fact-finding awards around the State of Ohio.

On August 22, 2018, 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.