



## MEMORANDUM

May 19, 2022

### Human Resources

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

Thru: Mayor Wade Kapszukiewicz  
Karen Poore, Chief of Staff/Director of Public Safety

From: Tyrome Alexander, Director of Human Resources  
Angie Seiple, Chief - Bargaining and Representation

Re: **Tentative Agreement with AFSCME Ohio Council 8, Local 7**

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On May 9, 2022, the City of Toledo and AFSCME Local 7 reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, AFSCME Local 7, is one of the City's bargaining units, consisting of 742 employees in multiple positions across several City divisions, mainly in the Departments of Public Utilities and Public Service, and includes both field and office employees. Its current collective bargaining agreement with the City expired on December 31, 2021. Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times during the last three (3) months to negotiate the terms of a successor agreement.

The tentative agreement reached simplifies the process for management to open the work rules of their respective units. Specifically, the agreement requires that the work rules open after each successor agreement is ratified, which allows antiquated work rules to be updated where needed and mutually agreed upon. In addition, the tentative agreement clarifies the layoff and recall process by limiting the number of times a laid off employee may bump less senior employees or take vacant positions. The language the parties agreed upon is attached hereto as Exhibit A.

Regarding the economic terms, the agreement provides for a 4% base pay increase in January 2022, a 4% increase in January 2023, and a 4% increase in January 2024. In addition, the agreement provides for a one-time COVID premium payment amount of \$1,300.00. AFSCME Local 7 members received \$2,200.00 in June 2021 when their contract was extended through December 31, 2021. The payment members are receiving now is the balance of the \$3,500.00 that members of other bargaining units received. The purpose of the COVID premium payment is to recognize the members of AFSCME Ohio Council 8, Local 7, for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, May 18, 2022, as well as those members who worked in 2020 during the pandemic, retired in 2021, and meet the definition of "essential work" under the American Rescue Plan, are entitled to the COVID premium payment. Finally, the parties agreed to adopt



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the Teamsters Local 20 wage scale, which creates parity between the two (2) units that perform substantially similar work and share classification titles.

On May 18, 2022, the Union ratified the agreement. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.