



June 7, 2021

Human Resources

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

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

From: Tyrome Alexander, Director of Human Resources
Michael Niedzielski, Chief of Labor and Employment, Department of Law

Re: **Tentative Agreement with AFSCME Local 7, Main Unit**

The City of Toledo and the AFSCME Local 7, Main Unit recently reached a tentative agreement on the terms of an extension to the current collective bargaining agreement.

As background, the AFSCME Local 7, Main Unit is the City's largest bargaining unit, consisting of approximately 731 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 June 30, 2020. Because of the COVID-19 pandemic shutdown, and the unknown economic effects resulting therefrom, the City and the Union postponed negotiations for a successor bargaining agreement until April 2021. Thereafter, the City and the Union met multiple times to negotiate an extension to the current agreement.

Specifically, regarding the economic terms, the agreement provides for a 1.75% base pay increase retroactive to the first full pay period of January 2021. In addition, to reflect in part the numerous essential services that many Local 7 workers furnish to the community, the agreement provides for a one-time, lump sum payment of two thousand two hundred dollars (\$2,200) to each union member following ratification by both parties. The total cost estimate for these terms is approximately \$ 2.265 million across all funds. Attached is a more detailed expense estimate. All other terms of the current



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collective bargaining agreement are extended and remain in full force and effect through December 31, 2021.

The Union ratified the agreement on Friday, June 4th. The Administration likewise recommends that City Council adopt and approve this tentative agreement.

Please advise if you have any questions or concerns.