



MEMORANDUM

January 13, 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 2058**

On December 29, 2021, the City of Toledo and AFSCME Local 2058 reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, AFSCME Local 2058, is one of the City's bargaining units, consisting of 228 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, 2021. Due to concerns surrounding the COVID-19 pandemic, the City and the Union mutually agreed to extend the terms of the collective bargaining agreement. 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 provides for a more efficient progressive disciplinary process by reducing the number of disciplinary steps from six (6) to five (5). 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 \$3,500.00. The purpose of the COVID premium payment is to recognize the members of AFSCME Ohio Council 8, Local 2058, for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, January 5, 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 an increase in hazard pay, from \$0.60 to \$1.00 per hour, which is consistent with AFSCME Local 7 and Teamsters Local 20.



On January 11, 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.

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