



Human Resources

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MEMORANDUM

July 15, 2022

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 Negotiator

Re: **Tentative Agreement with Teamsters Local 20**

On June 30, 2022, the City of Toledo and Teamsters Local 20 reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, Teamsters Local 20, is one of the City's bargaining units, consisting of 78 employees in multiple positions in the Division of Solid Waste and the Division of Water Reclamation, 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 five (5) months to negotiate the terms of a successor agreement.

The tentative agreement clarifies that advanced disciplinary charges cannot be dismissed in the event of a procedural error. The agreement also eliminates clean up time as the cause for overtime, which will reduce Divisional overtime costs. In addition, the 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 Automotive Repair Technician and Heavy Equipment Operator are each upgraded one (1) pay grade to mirror AFSCME Local 7's pay grades for the same classification. The Intermediate Clerk was upgraded one (1) pay grade to reflect a clerical classification consolidation that was done for AFSCME Local 7 approximately seven (7) years ago. The Landfill Equipment Operator and the Lead Equipment Operator were also upgraded one (1) pay grade in exchange for eliminating the Solid Waste Incentive pay.

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 Teamsters Local 20, for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, July 8, 2022, as well as those members who worked in 2020 during the



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pandemic, retired in 2021, and meet the definition of “essential work” under the American Rescue Plan, are entitled to the COVID premium payment.

On July 8, 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.