

DEPARTMENT OF LAW

MEMORANDUM

December 4, 2019

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

Thru: Vallie Bowman-English, Clerk of the Toledo Municipal Court *VBE*
Dale Emch, Director, Department of Law *DRE*

From: Michael Niedzielski, Chief, Labor and Employment, Department of Law *MJN*

Re: **Tentative Agreement with UAW Local 12**

On November 25, 2019, the Clerk of Toledo Municipal Court and the UAW Local 12 bargaining unit reached a tentative agreement on the terms for a successor collective bargaining agreement.

As background, UAW Local 12 consists of 8 employees working as Deputy Clerk Supervisors for the Clerk of Toledo Municipal Court. The current collective bargaining agreement with the Clerk of Court expires on December 31, 2019. Pursuant to the statutory bargaining process under the Ohio Revised Code, the Clerk and the Union met on November 25, 2019, to negotiate the terms of a successor agreement.

Regarding the economic terms, the agreement provides for a 1.5% base pay increase in January 2020, a 2.5% increase in January 2021, and a 3% increase in January 2022. These terms are the same as those reached with the Deputy Clerk unit, AFSCME Local 3411, as well as City of Toledo bargaining units. In addition, on-call pay for weekend duty was increased from fifty dollars (\$50) to seventy-five dollars (\$75) or 3 hours compensatory time, whichever the employee chooses. Regarding health care, the agreement provides for an increase in the emergency room co-pay from \$100 to \$200, and the parties further agree to continue to negotiate health care together with the other affected bargaining units as part of a multi-unit bargaining.

On December 2, 2019, the Union ratified the tentative agreement. The Clerk of Court requests that City Council likewise approve this tentative agreement.

Please advise if you have any questions or concerns.