



## MEMORANDUM

September 1, 2021

### 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, Alternate Chief of Bargaining and Representation

Re: **Tentative Agreement with AFSCME Local 7, Communication Operators**

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On August 17, 2021, the City of Toledo and the AFSCME Local 7, Communication Operators reached a tentative agreement on the terms of a successor collective bargaining agreement.

As background, the AFSCME Local 7, Communication Operators Unit, is one of the City's conciliation bargaining units, consisting of approximately 57 employees who work as 9-1-1 call-takers, and police and fire dispatchers. Its current collective bargaining agreement with the City expired on June 30, 2020. 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 month and a half to negotiate the terms of a successor agreement.

Specifically, regarding the economic terms, the agreement provides for a one-time COVID premium payment amount of three thousand five hundred dollars and zero cents (\$3,500.00). The purpose of the COVID premium payment is to recognize the Local 7 Communication Operators for their work during the COVID-19 pandemic. Only those employees who are employed as of the union ratification date are entitled to the COVID premium payment. In addition, the agreement provides for double time for all overtime hours worked from August 1, 2021 through October 1, 2021. The purpose of the double time for all overtime hours worked is to incentivize employees to volunteer for recall shifts rather than force members to work the shifts.

The terms of the Collective Bargaining Agreement will expire on December 31, 2021, or before, when the Regional Council of Governments takes over, and the Communications Bureau of the Toledo Fire and Rescue Department ceases to exist.

On August 23, 2021, 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.