



Legislation Details (With Text)

File #: O-538-21 **Version:** 1 **Name:**
Type: Ordinance **Status:** Approved
File created: 10/22/2021 **In control:** Human Resources Department
On agenda: 10/26/2021 **Final action:** 10/26/2021
Title: Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Firefighters Association, IAFF Local 92, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Exhibit A, 2. Exhibit B, 3. Memorandum

Date	Ver.	Action By	Action	Result
10/26/2021	1	City Council	Suspension	Pass
10/26/2021	1	City Council	Emergency	Pass
10/26/2021	1	City Council	Passage	Pass

Toledo Firefighters Association, IAFF Local 92 Tentative Agreement
HR Dept-Tyrome Alexander (x1031)

Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and the Toledo Firefighters Association, IAFF Local 92, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

SUMMARY & BACKGROUND:

The City of Toledo and the Toledo Firefighters Association, IAFF Local 92 reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on December 31, 2020, for a successor agreement, for the new term of January 1, 2021 through March 31, 2024. The Union ratified that tentative agreement on October 22, 2021. Pursuant to Ohio Revised Code section 4117.10(B), the economic provisions of that agreement are now being submitted to City Council for consideration and passage. If not acted upon within 30 days, the agreement is deemed approved.

Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met multiple times over the past five (5) months to negotiate the terms of a successor agreement.

The tentative agreement reached provides the Fire Chief with increased management rights regarding the number and type of apparatus in service. In addition, this agreement enhances the safety of the citizens of Toledo by separating the two-piece companies, which allows fire engines and medic transports to respond to calls for service independently in appropriate circumstances. This separation allows units to remain available for other calls for service and also results in a lower run volume for employees. The language the parties agreed upon is attached hereto as Exhibit A.

The tentative agreement also includes a grievance settlement, attached hereto as Exhibit B, which resolves fifty

-one (51) grievances regarding self-trades and minimum staffing. In exchange for the closure of these grievances, the parties agreed to a more defined process for approving and completion of self-trades. Further, the parties agreed to decrease the average number of hours worked per week to forty-seven as well as decreasing the amount of sick time hours used per tour for those on the platoon schedule. This change results in two (2) additional days off per year and an equitable earning to usage ratio when comparing a staff schedule to a platoon schedule.

The settlement agreement discussed above provides for a one-time \$1,000 lump sum payment to each bargaining unit member employed as of the Union ratification date. Additional economic terms include a 4% base pay increase retroactive to January 2021, another 4% increase in January 2022, and a 4% increase in January 2023. The agreement also provides for a one-time \$2,500 lump sum payment to each bargaining unit member employed as of the execution of the agreement, in exchange for the increased management rights regarding the number and type of fire apparatus mentioned above. Finally, 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 Toledo Firefighters for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, October 22, 2021, as well as those members who worked in 2020 during the pandemic and retired in 2021, are entitled to the COVID premium payment.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That the terms of the tentative agreement between the City of Toledo and the Toledo Firefighters Association, IAFF Local 92, as set forth in the attached exhibit A, are approved.

SECTION 2. That the Mayor and the Department of Human Resources are hereby directed to prepare and present to Council, as soon as practicable after the passage of this Ordinance, legislation to amend the relevant sections of Chapter 2125 of the Toledo Municipal Code to comport with the agreement approved herein.

SECTION 3. That this Ordinance is declared to be an emergency measure and shall be in force and effect from and after its adoption. The reason for the emergency lay in the fact that same is necessary for the immediate preservation of public peace, health, safety, and property, and for the further reason that same is necessary to timely exercise Council’s rights and responsibilities under Ohio Revised Code Chapter 4117 pursuant thereto.

Vote on emergency clause: yeas _____, nays _____.

Passed: _____, as an emergency measure: yeas _____, nays _____.

Attest: _____
Clerk of Council

President of Council

Approved: _____

Mayor

I hereby certify that the above is a true and correct copy of an Ordinance passed by Council

_____.

Attest: _____
Clerk of Council