



## Legislation Details (With Text)

**File #:** O-025-22      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 1/13/2022      **In control:** Human Resources Department  
**On agenda:** 1/18/2022      **Final action:** 1/18/2022  
**Title:** Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Ohio Council 8, Local 2058, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Exhibit A, 2. Memorandum

Date	Ver.	Action By	Action	Result
1/18/2022	1	City Council	Suspension	Pass
1/18/2022	1	City Council	Emergency	Pass
1/18/2022	1	City Council	Passage	Pass

AFSCME Local 2058, Tentative Agreement  
HR Dept-Tyrome Alexander (x1031)

**Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Ohio Council 8, Local 2058, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The City of Toledo and the American Federation of State, County, and Municipal Employees (AFSCME), Ohio Council 8, Local 2058 reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on May 31, 2021, for a successor agreement, for the new term of June 1, 2021 through May 31, 2024. The Union ratified that tentative agreement on January 11, 2022. 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 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.

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 AFSCME Ohio Council 8, Local 2058, 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 2105 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 9, nays 0.

Passed: January 18, 2022, as an emergency measure: yeas 9, nays 0.

Attest:

Gerald E. Dendinger  
Clerk of Council

Matt Cherry  
President of Council

Approved:

January 24, 2022  
Wade Kapszukiewicz  
Mayor