



## Legislation Details (With Text)

**File #:** O-259-22      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 5/19/2022      **In control:** Human Resources Department  
**On agenda:** 5/24/2022      **Final action:** 5/24/2022  
**Title:** Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Ohio Council 8, Local 7, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

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

Date	Ver.	Action By	Action	Result
5/24/2022	1	City Council	Suspension	Pass
5/24/2022	1	City Council	Emergency	Pass
5/24/2022	1	City Council	Passage	Pass

AFSCME Local 7, 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 7, 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 7 reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on December 31, 2021, for a successor agreement, for the new term of January 1, 2022 through December 31, 2024. The Union ratified that tentative agreement on May 18, 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 simplifies the process for management to open the work rules of their respective units. Specifically, the agreement requires that the work rules open after each successor agreement is ratified, which allows antiquated work rules to be updated where needed and mutually agreed upon. 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 \$1,300.00. AFSCME Local 7 members received \$2,200.00 in June 2021 when their contract was extended through December 31, 2021. The payment members are now receiving is the balance of the \$3,500.00 that members of other bargaining units received. The purpose of the COVID premium payment is to recognize the members of AFSCME Ohio Council 8, Local 7, for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, May 18, 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 adopt the Teamsters Local 20 wage scale, which creates parity between the two (2) units that perform substantially similar work and share classification titles.

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 7, 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 2117 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