



Legislation Details (With Text)

File #: O-543-18 **Version:** 1 **Name:**
Type: Ordinance **Status:** Approved
File created: 12/10/2018 **In control:** Human Resources Department
On agenda: 12/18/2018 **Final action:** 12/18/2018
Title: Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Local 2058, Communication Operators Supervisors Unit, 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. Exhibit C, 4. Memo, 5. CBA 2015-2018, 6. Audio: O-543-18 Council Meeting 12/18/2018

Date	Ver.	Action By	Action	Result
12/18/2018	1	City Council	Dispense with the rules of Council requiring...	Pass
12/18/2018	1	City Council	declare emergency	Pass
12/18/2018	1	City Council	passage	Pass
12/11/2018	1	City Council		

AFSCME Local 2058 Communication Operators Supervisors Tentative Agreement
HR Dept- Victoria Coleman (x1503); Anthony Markwood (x1525)

Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Local 2058, Communication Operators Supervisors Unit, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

SUMMARY & BACKGROUND:

The City of Toledo and AFSCME Local 2058, Communication Operators Supervisors Unit, reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired on May 31, 2018, for a successor agreement, for the new term of June 1, 2018 through May 31, 2021. The Union ratified that tentative agreement on December 4, 2018. 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 for a more efficient progressive disciplinary process, which will streamline the timeframes for City administrators. In continuation of the City's efforts to civilianize the Communications Bureau Shift Supervisor positions, this agreement separates the Supervisor - Police Communications classification from the general supervisor position and establishes a new Supervisor - Fire

Communications classification. The creation of this new classification will result in the reassignment of Fire Lieutenants to line operations and provide a career path for the current Fire Communications Specialists. Further, the agreement requires all new hires to enroll and remain in the direct deposit program for the duration of their employment.

Regarding the economic terms, effective January 1, 2019, the agreement provides for a salary group upgrade for Supervisor - Police Communications from a salary group 11 to a salary group 13. Further, the agreement establishes the Supervisor - Fire Communications classification as a salary group 11. The purpose of the Supervisor - Police Communications upgrade is to assist the City's retention and recruiting efforts for positions at the Fire Communications Bureau ("Bureau") and make the wage rates competitive with those offered by surrounding municipalities. Other than the change in salary group assignment, the agreement does not provide annual base salary increases for the life of the agreement. To help curb health care costs, the agreement provides for an increase in the emergency room co-pay from \$100 to \$200. The remaining terms of the health care provision remain the same, with the Parties agreeing to continue to negotiate that issue together with the other affected bargaining units as part of a multi-unit bargaining.

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 AFSCME Local 2058, Communication Operators Supervisors Unit, 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 2106 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