



## Legislation Details (With Text)

**File #:** O-424-19      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 8/21/2019      **In control:** Human Resources Department  
**On agenda:** 9/3/2019      **Final action:** 9/3/2019  
**Title:** Approving the revision of the Collective Bargaining Agreement between the City of Toledo and Teamsters Local 20, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Memo, August 27, 2. 2016 - 2018 CBA, 3. Exhibit A, 4. Audio: City Council Meeting 9/3/2019

Date	Ver.	Action By	Action	Result
9/3/2019	1	City Council		
9/3/2019	1	City Council		
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TEAMSTERS Local 20, Tentative Agreement  
HR Dept. - Tyrome Alexander (x1031); Anthony Markwood (x1525)

**Approving the revision of the Collective Bargaining Agreement between the City of Toledo and Teamsters Local 20, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The City of Toledo and the International Brotherhood of Teamsters, Local 20, have reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired December 31, 2018, for a successor agreement, for the new term of January 1, 2019 through December 31, 2021. The Union ratified the agreement on August 27, 2019. Pursuant to Ohio Revised Code section 4117.10(B), the provisions of that agreement are being submitted to City Council for consideration and passage. If not acted upon within thirty (30) days, the agreement is deemed approved.

The tentative agreement requires all new members to enroll and remain in the direct deposit program for the duration of their employment. Also, in the event the City purchases a Human Resource Information System ("HRIS"), all employees will be enrolled in the direct deposit program for the duration of their employment. In addition, the agreement substantially strengthens management's right to discipline employees who have attendance-related issues. Further, the agreement provides for a comprehensive drug and alcohol testing policy. The agreement also provides more leniency to supervisors during the overtime call-out process which will reduce the number of grievances and reduce the amount of grievance payouts.

Regarding the economic terms, the agreement provides an increase in the meal allowance provision, from \$9.00

to \$11.00, to reflect parity with AFSCME Local 7 and AFSCME Local 2058. Further, 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. The agreement also adds the new Heavy Equipment Mechanic position to the list of positions that receive the solid waste incentive pay. Lastly, the agreement provides for a 1.5% base pay increase in January 2019, another 2.5% increase in January 2020, and a 3% increase in January 2021.

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

SECTION 1. That the economic terms of the tentative agreement between the City of Toledo and Teamsters Local 20, 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 2121 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 12, nays 0.

Passed: September 3, 2019, as an emergency measure: yeas 12, nays 0.

Attest:

Gerald E. Dendinger  
Clerk of Council

Matt Cherry  
President of Council

Approved:

September 3, 2019  
Wade Kapszukiewicz  
Mayor