



## Legislation Details (With Text)

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<b>Type:</b>	Ordinance	<b>Status:</b>		Approved	
<b>File created:</b>	12/4/2020	<b>In control:</b>		Human Resources Department	
<b>On agenda:</b>	12/15/2020	<b>Final action:</b>		12/15/2020	
<b>Title:</b>	Approving the revisions of the Collective Bargaining Agreements between the City of Toledo and AFSCME Locals 7, 2058, and 3411, Toledo Police Patrolman's Association, Toledo Police Command Officers Association, Toledo Fire Chiefs Association, Teamsters Local 20, and UAW Local 12, consistent with the bargained understandings; and declaring an emergency.				

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Speaking Points, 2. Changes

Date	Ver.	Action By	Action	Result
12/15/2020	1	City Council		
12/15/2020	1	City Council		
12/15/2020	1	City Council		

Bargaining Units, Tentative Agreement for Health Care  
Human Resources  
Tyrome Alexander (x1031)

**Approving the revisions of the Collective Bargaining Agreements between the City of Toledo and AFSCME Locals 7, 2058, and 3411, Toledo Police Patrolman's Association, Toledo Police Command Officers Association, Toledo Fire Chiefs Association, Teamsters Local 20, and UAW Local 12, consistent with the bargained understandings; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

The City of Toledo and the bargaining units whose employees are covered by the City's health care plan recently met as part of a multi-unit bargaining and reached a tentative agreement over terms regarding health care that revise the current collective bargaining agreements with each union. 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 makes changes to provisions of the health care plan and the cost sharing of that plan in order to provide consistency and uniformity. For instance, the agreement eliminates the waiting period for new employees and provides that health care benefits shall be available to employees immediately upon hire. The agreement also provides for a \$200 emergency room employee co-pay and eliminates the timeframe for waiving that co-pay. The agreement also lowers the employee co-pay for generic prescriptions to \$0, while the prescription drug reimbursement program is eliminated. In addition, the maximum covered amounts for chiropractic care and some dental care services are increased. Finally, the agreement freezes the monthly employee co-pays for coverage. All of these terms are effective for a 3-year period, from January 1, 2021, through December 31, 2023.

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 Locals 7, 2058, and 3411, Toledo Police Patrolman's Association, Toledo Police Command Officers Association, Toledo Fire Chiefs Association, Teamsters Local 20, and UAW Local 12, as set forth in the attached Exhibit A, are approved.

SECTION 2. 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