



## Legislation Details (With Text)

**File #:** O-385-22      **Version:** 1      **Name:**  
**Type:** Ordinance      **Status:** Approved  
**File created:** 7/15/2022      **In control:** Human Resources Department  
**On agenda:** 7/19/2022      **Final action:** 7/19/2022  
**Title:** Approving the revision of the current 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, 2. Attachment A, 3. Attachment AA

Date	Ver.	Action By	Action	Result
7/19/2022	1	City Council		
7/19/2022	1	City Council		
7/19/2022	1	City Council		
7/19/2022	1	City Council		

Teamsters Local 20, Tentative Agreement  
HR Dept-Tyrome Alexander (x1031)

**Approving the revision of the current 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, 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 July 8, 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 five (5) months to negotiate the terms of a successor agreement.

The tentative agreement clarifies that advanced disciplinary charges cannot be dismissed in the event of a procedural error. The agreement also eliminates clean up time as the cause for overtime, which will reduce Divisional overtime costs. 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 Automotive Repair Technician and Heavy Equipment Operator are each upgraded one (1) pay grade to mirror AFSCME Local 7's pay grades for the same classification. The Intermediate Clerk was upgraded one (1) pay grade to reflect a clerical classification consolidation that was done for AFSCME Local 7 approximately seven (7) years ago. The Landfill Equipment Operator and the Lead Equipment Operator were also upgraded one (1) pay grade in exchange for eliminating the Solid Waste Incentive pay.

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 Teamsters Local 20, for their work during the COVID-19 pandemic. Employees who are employed as of the union ratification date, July 8, 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.

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 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 \_\_\_\_\_, 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