



## Legislation Text

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**File #:** O-356-18, **Version:** 1

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AFSCME Local 2058, Tentative Agreement

HR Dept.- Michael Niedzielski (x2182); Anthony Markwood (x1525)

**Approving the revision of the current Collective Bargaining Agreement between the City of Toledo and AFSCME Ohio Council 8, Local 2058, Main Unit, 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 2058, Main Unit, have reached a tentative agreement over terms that revise the current collective bargaining agreement, which expired 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 August 22, 2018. 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 30 days, the agreement is deemed approved.

Pursuant to the statutory bargaining process under the Ohio Revised Code, the City and the Union met several times over the last four months to negotiate the terms of a successor agreement.

The tentative agreement reached clarifies the overtime process for on-call personnel. In addition, it provides for a more efficient progressive disciplinary process, which will streamline the timeframes for City managers, administrators, and commissioners. The new agreement also provides some flexibility in the promotional process.

Regarding the economic terms, 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. There is also an increase in the meal allowance provision, from \$9.00 to \$11.00, to reflect parity with AFSCME Local 7. Lastly, to help curb health care costs, the agreement provides for an increase in the emergency room co-pay from \$65 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 economic terms of the tentative agreement between the City of Toledo and the AFSCME Ohio Council 8, Local 2058, 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 2105 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