



Legislation Text

File #: O-015-22, Version: 1

AFSCME Local 3411 Tentative Agreement
Law Dept- Michael Niedzielski (x2182)

Approving the revision of the current Collective Bargaining Agreement between the Clerk of Toledo Municipal Court and AFSCME Local 3411, for a successor agreement, consistent with the bargained understandings; and declaring an emergency.

SUMMARY & BACKGROUND:

The Clerk of Toledo Municipal Court and AFSCME Local 3411 have reached a tentative agreement that revises 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 January 4, 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 by Council within 30 days, the agreement is deemed approved.

Pursuant to the statutory bargaining process under the Ohio Revised Code, the Clerk of Court and the Union met in December 2021 to negotiate the terms of a successor agreement, and a tentative agreement was reached.

Regarding the economic terms, the agreement provides for salary correction to the base wage effective the first full pay period in January 2022. That new wage rate remains unchanged for the contract term. This salary correction is necessary to improve employee retention and morale, as employees have been leaving the Clerk's office for similar and better paying jobs in the suburbs and the City of Toledo because the current pay scale for Clerk employees was far below the local labor market. For similar reasons, attracting new hires has been challenging because of the current pay scale. Additionally, as Juneteenth was recognized as a federal holiday in 2021, the new agreement also adds Juneteenth as a paid holiday.

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 Clerk of the Toledo Municipal Court and AFSCME Local 3411, as set forth herein, are approved.

(a) Effective the first full pay period in January of 2022 employees shall receive a salary correction to their base wages:

January 2022

Years of Service	% of Full Rate	Hourly Rate
Start Rate	70%	\$17.01
After Probation	75%	\$18.23
After 2 years	80%	\$19.43
After 3 years	85%	\$20.68

After 4 years	90%	\$21.89
After 7 years	95%	\$23.11
After 10 years	100%	\$24.32

(b) The above wages in paragraph (a) will remain in effect and unchanged for the duration of this Agreement.

(c) As Juneteenth was recognized as a federal holiday on June 17, 2021, Juneteenth will be an additional holiday for all employees in the bargaining unit. At the time this contract was negotiated, the Toledo Municipal Court had not determined if Court will be in session for Juneteenth. Therefore, the Clerk's office will follow the procedure outlined in Article 6, Section 5 of the Collective Bargaining Agreement.

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 9, nays 0.

Passed: January 18, 2022, as an emergency measure: yeas 9, nays 0.

Attest:

Gerald E. Dendinger
Clerk of Council

Matt Cherry
President of Council

Approved:

January 24, 2022
Wade Kapszukiewicz
Mayor