

EMERGENCY

City of Cincinnati

KKF

AWB

An Ordinance No. \_\_\_\_\_

- 2020

**AUTHORIZING** the City Manager to execute and implement the labor management agreement between the City of Cincinnati and Teamsters Local 100, the updated terms of which are reflected in the summary attached hereto.

WHEREAS, the current labor management agreement (“Agreement”) between the City of Cincinnati and Teamsters Local 100 (the “Teamsters”) expires on October 17, 2020; and

WHEREAS, the City and the Teamsters, through their respective negotiating teams, have reached tentative agreement on the terms of a successor Agreement, the updated terms of which are reflected in the summary attached hereto; and

WHEREAS, the tentative Agreement has a duration of two years beginning on October 18, 2020, and expiring on October 15, 2022; and

WHEREAS, all employees in the Teamsters bargaining unit will receive a 2.0% increase to their base wage effective October 18, 2020; and

WHEREAS, all employees in the Teamsters bargaining unit will receive a 2.0% increase to their base wage effective October 17, 2021; and

WHEREAS, all employees in the Teamsters bargaining unit will receive a \$250 lump sum as soon as possible after ratification of the Agreement; and

WHEREAS, the terms and conditions of the successor Agreement as agreed to by the parties represent fair and equitable gains for both parties; and

WHEREAS, the membership of the Teamsters bargaining unit ratified the terms of the negotiated labor management agreement on October 7, 2020; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

Section 1. That the City Manager is hereby authorized to execute and implement the labor management agreement between the City of Cincinnati and the Teamsters Local, the updated terms of which are reflected in the summary attached hereto.

Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1 herein.

Section 3. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms of Article II, Section 6 of the Charter, be effective immediately. The reason for the emergency is the immediate need to implement a successor labor management agreement between the City and the Teamsters, to replace the agreement which expires on October 17, 2020.

Passed: \_\_\_\_\_, 2020

\_\_\_\_\_  
John Cranley, Mayor

Attest: \_\_\_\_\_  
Clerk

ATTACHMENT A



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## **Summary of Tentative Agreement with The Teamsters**

### **Article 2: Union Dues/Fair Share/Check-off Deductions**

- Based upon the Supreme Court case of Janus v. AFSCME, language was inserted to state that as long as 'Fair Share Fees' are deemed unlawful, the Fair Share Fee provision in the contract shall not apply.

### **Article 13: Non-Discrimination**

- Additions to this article were made for consistency with updates to Administrative Regulation 25 (ethnicity, Appalachian regional ancestry, veteran status, military status, genetic history, natural hair, and HIV status).

### **Article 19: Wages**

- 2% effective in the first year of the contract (October 18, 2020).
- 2% effective in the second year of the contract (October 17, 2021).
- \$250 lump sum payment as soon as possible after ratification.

### **Article 23, Leave Without Pay**

- The procedure for selecting scheduled, annual leave was changed for efficiency
- The Emergency Vacation department policy was incorporated into the contract
- Bereavement leave was expanded to include an employee's sister-in-law, brother-in-law, son-in-law, and daughter-in-law.

### **Article 30: Duration of Agreement**

- 2-year agreement (October 18, 2020 – October 15, 2022).