

**EMERGENCY**

**City of Cincinnati**

MSS

EESW

**An Ordinance No. 355**

- 2025

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

WHEREAS, the current labor management agreement ("Agreement") between the City and Teamsters Local 100 expired on October 12, 2025; and

WHEREAS, the City and Teamsters Local 100, 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 attached summary; and

WHEREAS, the tentative Agreement has a duration of three years, beginning on October 12, 2025, and expiring on October 14, 2028; and

WHEREAS, all employees in the Teamsters Local 100 bargaining unit will receive a five percent increase to their base wage effective October 12, 2025, and a lump sum payment of \$750; a four percent increase to their base wage effective October 11, 2026, and a lump sum payment of \$750; and a three percent increase to their base wage effective October 10, 2027; and

WHEREAS, the City gained management rights to dismiss employees who have abandoned their job and the removal of a contract provision regarding the filling of vacancies, allowing more flexibility in staffing; and

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

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

Section 1. That the City Manager is authorized to execute and implement the labor management agreement between the City and Teamsters Local 100, the updated terms of which are reflected in the attached summary.

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

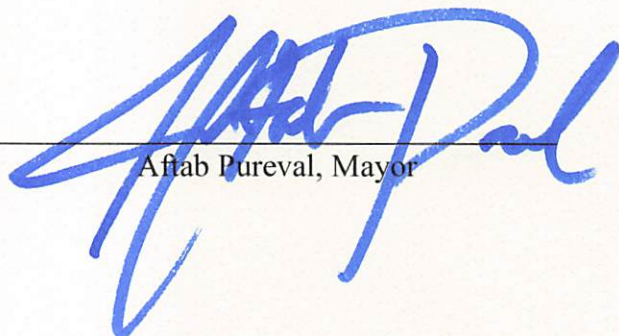
Section 3. That this ordinance shall be an emergency measure necessary for the preservation of the public peace, health, safety, and general welfare and shall, subject to the terms

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 Teamsters Local 100 to replace the agreement which expired on October 12, 2025.

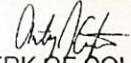
Passed: November 13, 2025

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

  
Clerk

  
Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 355-2025  
WAS PUBLISHED IN THE CITY BULLETIN  
IN ACCORDANCE WITH THE CHARTER ON 11/25/2025

  
CLERK OF COUNCIL