

EMERGENCY

City of Cincinnati

KKF *AWB*

An Ordinance No. _____ - 2021

AUTHORIZING the City Manager to execute and implement the Fire Fighters and Assistant Chiefs labor management agreements between the City of Cincinnati and the International Association of Fire Fighters, Local 48, the updated terms of which are reflected in the attached summary.

WHEREAS, the current Fire Fighters and Assistant Chiefs labor management agreements (“Agreements”) between the City of Cincinnati and the International Association of Fire Fighters, Local 48 (“IAFF, Local 48”) expired on December 12, 2020; and

WHEREAS, the City and IAFF, Local 48, through their respective negotiating teams, have reached tentative agreement on the terms of successor Agreements (“Tentative Agreements”), the updated terms of which are reflected in the attached summary; and

WHEREAS, all employees in the IAFF, Local 48, Fire Fighters and Assistant Chiefs bargaining units will receive a 5.0% increase to their base wage retroactive to December 13, 2020, a 4.0% increase to their base wage effective December 12, 2021; and a 3.0% increase to their base wage effective December 10, 2022; and

WHEREAS, Peer Review will be removed from the disciplinary grievance process; and

WHEREAS, personnel transfers into certain specialized units will henceforth be primarily based on certification and the Fire Chief’s discretion; and

WHEREAS, mandatory blood draws will be replaced by a second breathalyzer for confirmatory alcohol testing; and

WHEREAS, the Tentative Agreements have a duration of three years beginning on December 13, 2020 and expiring on December 9, 2023; and

WHEREAS, the terms and conditions of the Tentative Agreements 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 hereby authorized to execute and implement the Fire Fighters and Assistant Chiefs labor management agreements between the City of Cincinnati and

the International Association of Fire Fighters, Local 48, 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 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 International Association of Fire Fighters, Local 48 to replace the agreements which expired on December 12, 2020.

Passed: _____, 2021

John Cranley, Mayor

Attest: _____
Clerk

ATTACHMENT A



**Summary of Tentative Agreement with
IAFF Local 48
Fire Fighters and Assistant Chiefs contracts**

Article 5: Grievance Procedure / Review Panel

- Peer Review removed from grievance procedure.

Article 11: Overtime and Compensatory Time and; Article 28: Sick Leave with Pay

- Agreed to resume contractual Labor Management Committees

Article 18: Transfers and Company Details

- Increased ability for Fire Administration to transfer members into specialized units based on certification and the Chief's discretion.
- Incorporated Memorandum of Understanding allowing members with 20 or more years of service to serve in Medic Units in a voluntary basis

Appendix A: Wages:

- 5.0% effective 12/13/2020
- 4.0% effective 12/12/2021
- 3.0% effective 12/10/2022

Appendix E: Employee Alcohol and Drug Testing

- Replaced mandatory blood draw from confirmation process with a second breathalyzer for members being tested for alcohol.

**** There were a few other articles that contained housekeeping changes.**

The remaining articles will stay as current contract language.