

October 15, 2025

To: Mayor and Members of City Council

From: Sheryl M.M. Long, City Manager

202501881

Subject: Emergency Ordinance: Authorizing the Implementation of the Cincinnati Building Trades Council Labor Management Agreement

Attached is an Emergency Ordinance captioned:

Authorizing the City Manager to execute and implement the labor management agreement between the City and the Cincinnati Building Trades Council, the updated terms of which are reflected in the attached summary.

This agreement provides the employees with a 5.0% wage increase (effective August 17, 2025), a 4.0% wage increase (effective August 16, 2026), and a 3.0% wage increase (effective August 15, 2027). The agreement incorporates significant changes to Health Insurance premium caps and prescription costs that represent substantial gains for the City. A summary of the agreement is attached hereto.

The reason for the emergency is the immediate need to enter into the labor management agreement.

The Administration recommends passage of this Emergency Ordinance.

cc: Latisha Hazell, Human Resources Director

Summary of Tentative Agreement with Cincinnati Building Trades

Article 12: Grievances

- Added language regarding arbitration servicer to reflect changes with FMCS

Article 15: Health Insurance

- Increased the Family premium cap from \$200 to \$275
- Increased the Single premium cap from \$85 to \$115
- Added language to ensure compliance with the Affordable Care Act

Article 25: Longevity Pay

- Increased longevity pay to the following amounts:
 - After 5 years: \$500
 - After 8 years: \$900
 - After 14 years: \$1,000
 - After 20 years: \$1,100

Article 31: Wages

- 5% effective in the first year of the contract (August 17, 2025)
- 4% effective in the second year of the contract (August 16, 2026)
- 3% effective in the third year of the contract (August 15, 2027)

Article 34: Term of Agreement

- 3-year agreement

Article 35: Deferred Compensation

- Increased the deferred compensation match from \$200 to \$400

Appendix C (Health Insurance Deductibles and Co-Insurance Requirements)

- Increased the prescription tiers to \$15/\$30/\$40
- Added spousal surcharge of \$25 per month

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

The remaining articles will stay as current contract language.