

May 11, 2022

To: Mayor and Members of City Council
From: John P. Curp, Interim City Manager *sm* *pkc* 202201153
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 of Cincinnati and the Cincinnati Building Trades Council, the updated terms of which are reflected in the summary attached hereto.

This agreement provides the employees with a 5.0% wage increase (effective August 21, 2022), a 4.0% wage increase (effective August 20, 2023), and a 3.0% wage increase (effective August 18, 2024). Additionally, the agreement authorizes an increase to shift differential, with an \$0.80/hr. increase for second shift and a \$0.95/hr. increase for third shift. The agreement incorporates significant reforms in the corrective action process that creates administrative efficiencies and limits liability for the City. The parties agreed to additional operational and language changes. A summary of the agreement is attached hereto.

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

The Administration recommends passage of this Emergency Ordinance.

cc: Edward G. Ramsey, Human Resources Director