

**EMERGENCY**

**City of Cincinnati**

MSS

EESW

**An Ordinance No. 369**

- 2025

**AUTHORIZING** the City Manager to execute and implement the labor management agreement between the City and the American Federation of State, County and Municipal Employees, Municipal Workers Local 250, the updated terms of which are reflected in the attached summary.

WHEREAS, the current labor management agreement ("Agreement") between the City and the American Federation of State, County and Municipal Employees, Municipal Workers Local 250 ("AFSCME") expired on August 2, 2025; and

WHEREAS, the City and AFSCME, 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 August 3, 2025, and expiring on July 30, 2028; and

WHEREAS, all employees in the AFSCME Municipal Workers bargaining unit ("AFSCME employees") will receive a five percent increase to their base wage effective August 3, 2025, and a lump sum payment of \$750; a four percent increase to their base wage effective August 2, 2026, and a lump sum payment of \$750; and a three percent increase to their base wage effective August 1, 2027; and

WHEREAS, the City gained management rights to dismiss AFSCME employees who fail to obtain their temporary CDL within four and a half months of the date of promotion and permanent CDL within the probationary period, and the right to dismiss AFSCME employees who have abandoned their job; 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:

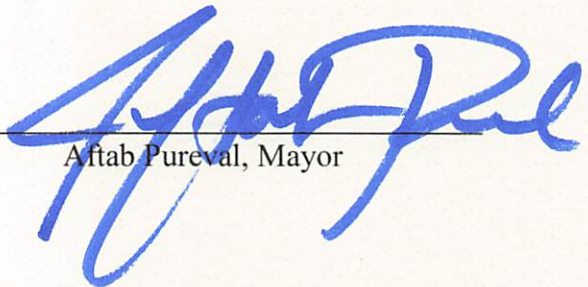
Section 1. That the City Manager is authorized to execute and implement the labor management agreement between the City and the American Federation of State, County and Municipal Employees, Municipal Workers Local 250, the updated terms of which are reflected in the attached summary.

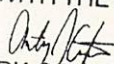
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1.

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 the American Federation of State, County and Municipal Employees, Municipal Workers Local 250 to replace the agreement that expired on August 2, 2025.

Passed: November 19, 2025

Attest:   
Clerk

  
Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 349-2025  
WAS PUBLISHED IN THE CITY BULLETIN  
IN ACCORDANCE WITH THE CHARTER ON 12/2/2025  
  
CLERK OF COUNCIL