

EMERGENCY

City of Cincinnati

AEP

EESW

An Ordinance No. 324

- 2025

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.

WHEREAS, the current labor management agreement ("Agreement") between the City and the Cincinnati Building Trades Council expired on August 16, 2025; and

WHEREAS, the City and the Cincinnati Building Trades Council, 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 17, 2025, and expiring on August 12, 2028; and

WHEREAS, all employees in the Cincinnati Building Trades Council bargaining unit will receive a five percent increase to their base wage effective August 17, 2025, a four percent increase to their base wage effective August 16, 2026, and a three percent increase to their base wage effective August 15, 2027; and

WHEREAS, the health insurance premium caps will be adjusted to \$275 for a family plan and \$115 for a single plan; and

WHEREAS, the prescription drug tiers will be increased to \$15/\$30/\$40; 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 Cincinnati Building Trades Council, 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 Cincinnati Building Trades Council to replace the agreement which expired on August 16, 2025.

Passed: October 22, 2025

Attest: [Signature]
Clerk

[Signature]
Aftab Pureval, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO 324.2025
WAS PUBLISHED IN THE CITY BULLETIN
IN ACCORDANCE WITH THE CHARTER ON 11/4/2025
[Signature]
CLERK OF COUNCIL