

## **EMERGENCY**

**MSS**

**- 2025**

**AUTHORIZING** the City Manager to execute and implement the labor management agreement between the City of Cincinnati and the American Federation of State, County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119, the updated terms of which are reflected in the attached summary.

WHEREAS, the current labor management agreement (“Agreement”) between the City of Cincinnati and the American Federation of State, County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119 (“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 bargaining unit will receive a five percent increase to their base wage effective August 3, 2025, and a lump sum payment of \$1,500; a four percent increase to their base wage effective August 2, 2026, and a lump sum payment of \$1,500; and a three percent increase to their base wage effective August 1, 2027; and

WHEREAS, the health insurance premium caps will be adjusted to from \$200 to \$275 for a family plan and from \$85 to \$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 American Federation of State, County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119, 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, Locals 190, 223, 240, 250, 1543, and 3119, to replace the agreement that expired on August 2, 2025.

Passed: \_\_\_\_\_, 2025

\_\_\_\_\_  
Aftab Pureval, Mayor

Attest: \_\_\_\_\_  
Clerk