

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