

EMERGENCY

202103081

City of Cincinnati

LES/B

AWB

An Ordinance No. 430

- 2021

**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 summary attached hereto.

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”) will expire on August 6, 2022; and

WHEREAS, the City and AFSCME, through their respective negotiating teams, have reached tentative agreement on the terms of a successor to the Agreement (“Tentative Agreement”), the updated terms of which are reflected in the summary attached hereto; and

WHEREAS, the Tentative Agreement has a duration of three years beginning on August 7, 2022, and expiring on August 2, 2025; and

WHEREAS, all employees in the AFSCME bargaining unit (“AFSCME employees”) will receive a 5.0% increase to their base wage effective August 7, 2022, a 4.0% increase to their base wage effective August 6, 2023, and a 3.0% increase to their base wage effective August 4, 2024; and

WHEREAS, all AFSCME employees will be subject to streamlined and cost-effective disciplinary reforms; and

WHEREAS, the parties will execute a Letter of Agreement memorializing the allocation of Premium Pay, also called Hazard Pay, in an amount equal to \$1,000 for each AFSCME employee, which will be paid at the earliest possible date; and

WHEREAS, the terms and conditions of the Tentative Agreement as agreed to by the parties represent fair and equitable gains for both parties; and

WHEREAS, the membership of the AFSCME bargaining unit ratified the terms of the negotiated labor management agreement on September 30, 2021; now, therefore,

BE IT ORDAINED by the Council of the City of Cincinnati, State of Ohio:

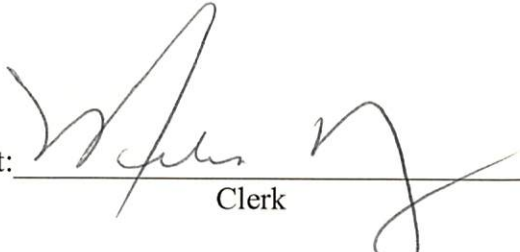
Section 1. That the City Manager is hereby authorized to execute and implement the labor management agreement between the City of Cincinnati and the American Federation of State,

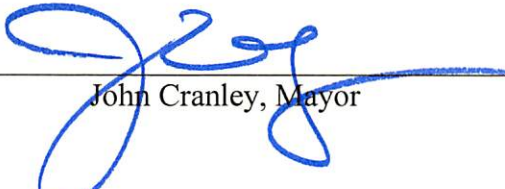
County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119, the updated terms of which are reflected in the summary attached hereto.

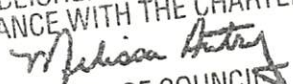
Section 2. That the proper City officials are authorized to do all things necessary and proper to carry out the terms of Section 1 herein.

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 enter into the labor and management agreement and provide Premium Pay, also called Hazard Pay, to employees in the American Federation of State, County and Municipal Employees, Locals 190, 223, 240, 250, 1543, and 3119 at the earliest possible date.

Passed: November 10, 2021

Attest:   
Clerk

  
John Cranley, Mayor

I HEREBY CERTIFY THAT ORDINANCE NO. 430-2021  
WAS PUBLISHED IN THE CITY BULLETIN  
IN ACCORDANCE WITH THE CHARTER ON 11.23.2021  
  
CLERK OF COUNCIL