



## Legislation Details (With Text)

**File #:** 1008-2022 **Version:** 1

**Type:** Ordinance **Status:** Passed

**File created:** 3/30/2022 **In control:** Administration Committee

**On agenda:** 4/18/2022 **Final action:** 4/20/2022

**Title:** To approve Memorandum of Understanding (MOU) #2022-03 and MOU #2022-04 executed between representatives of the City of Columbus and American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council 8, Local 1632, which extends Hero Pay to frontline workers and teleworkers, and provides a reward for members who became fully vaccinated against COVID-19 on or before December 31, 2021; and to declare an emergency.

### Sponsors:

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### Code sections:

**Attachments:** 1. MOU 2022-03\_Regarding Hero Pay\_1632\_signed032822, 2. MOU 2022-04\_Regarding Vax Reward\_1632\_signed032822

| Date      | Ver. | Action By             | Action   | Result |
|-----------|------|-----------------------|----------|--------|
| 4/20/2022 | 1    | CITY CLERK            | Attest   |        |
| 4/19/2022 | 1    | ACTING MAYOR          | Signed   |        |
| 4/18/2022 | 1    | COUNCIL PRESIDENT     | Signed   |        |
| 4/18/2022 | 1    | Columbus City Council | Approved | Pass   |

Section 32.3 of the Collective Bargaining Agreement with American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council 8, Local 1632 and the City of Columbus, dated April 1, 2021 through March 31, 2024, requires that any modifications to the Agreement be agreed to by the parties. Memorandum of Understanding (MOU) #2022-03 extends \$1,000 of “Hero Pay”, pursuant to Ordinance 2072-2021, to all bargaining unit members meeting the definition of “frontline worker” and \$500 to all bargaining unit members not meeting the “frontline worker” definition, but who teleworked or worked remotely, in recognition of their service to the City and its citizens throughout the COVID-19 pandemic. MOU #2022-04 provides a \$500 reward to all bargaining unit members who became fully vaccinated against COVID-19 on or before December 31, 2021.

The passage of this ordinance indicates City Council’s approval of MOU #2022-03 and MOU #2022-04, a copy of which are attached hereto.

Emergency action is recommended in order to allow for expedient implementation.

To approve Memorandum of Understanding (MOU) #2022-03 and MOU #2022-04 executed between representatives of the City of Columbus and American Federation of State, County, and Municipal Employees (AFSCME) Ohio Council 8, Local 1632, which extends Hero Pay to frontline workers and teleworkers, and provides a reward for members who became fully vaccinated against COVID-19 on or before December 31, 2021; and to declare an emergency.

**WHEREAS**, representatives of the City and AFSCME, Ohio Council 8, Local 1632 entered into Memorandum of Understanding (MOU) #2022-03 and MOU #2022-04, a copy of which is attached hereto, which amends the Agreement between the City and AFSCME, Ohio Council 8, Local 1632, dated April 1, 2021 through March 31, 2024, by extending \$1,000 in Hero Pay to frontline workers and \$500 to teleworkers, and by providing a \$500 reward for members who became fully vaccinated against COVID-19 on or before December 31, 2021; and

**WHEREAS**, emergency action is recommended in order to implement the terms of the MOUs in a timely manner; and

**WHEREAS**, an emergency exists in the usual daily operation of the City in that it is immediately necessary to amend the Collective Bargaining Agreement between the City and AFSCME, Ohio Council 8, Local 1632, by approving MOU #2022-03 and MOU #2022-04; thereby preserving the public peace, property, health, safety, and welfare; Now, Therefore,

**BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBUS:**

**SECTION 1.** That Memorandum of Understanding (MOU) #2022-03 and MOU #2022-04 amends the Collective Bargaining Agreement between the City and AFSCME, Ohio Council 8, Local 1632, dated April 1, 2021 through March 31, 2024.

**SECTION 2.** That City Council, in the best interests of the City, hereby, recognizes and approves MOU #2022-03 and MOU #2022-04, a copy of which is attached hereto, executed between representatives of the City and AFSCME, Ohio Council 8, Local 1632.

**SECTION 3.** That for the reasons stated in the preamble hereto, which is hereby made a part hereof, this ordinance is hereby declared to be an emergency measure, and shall take effect and be in force from and after its passage and approval by the Mayor, or ten (10) days after passage if the Mayor neither approves nor vetoes the same.