

NICHOLE M. BRANDON
Director

MEMORANDUM TO: The Honorable Shannon Hardin, President
The Honorable Emmanuel V. Remy, Administration Committee Chair

FROM: Nichole M. Brandon, Department of Human Resources Director

SUBJECT: *Nichole M. Brandon*
**Summary of 2020-2021 and 2021-2024 AFSCME Local 1632
Collective Bargaining Agreements**

DATE: April 15, 2021

This summary describes those articles tentatively agreed to by the representatives of the City and AFSCME, Ohio Council 8 and Local 1632 during negotiations, which concluded March 25, 2021. The tentative agreements were ratified by the Local 1632 membership on April 14, 2021.

The following summary highlights the **significant** additions to and deletions from the collective bargaining agreement effective April 1, 2020 to March 31, 2021 and the collective bargaining agreement effective April 1, 2021 to March 31, 2024. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, word changes to reflect consistent terminology, and language changes that simply clarify or confirm current practices). Some provisions of the successor agreement are retroactive to the expiration date of the previous agreement.

The fiscal analysis, prepared by the Department of Finance and Management staff, is attached.

Enclosed with this summary is the MOU for the 2020-2021 agreement and a strike-through version of the 2021-2024 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2017-2020 agreement. Articles that are not listed below will remain the current contract language reflected in the predecessor agreement.

I. Collective Bargaining Agreement April 1, 2020 through March 31, 2021

Article	Title	Change
N/A	<u>MOU #2021-01:</u> Regarding the Extension of the Collective Bargaining Agreement and a One-Time Lump-Sum Payment	Extends the Collective Bargaining Agreement from April 1, 2020 through March 31, 2021. Provides one-time lump sum payment of \$1,632.00.



II. Collective Bargaining Agreement April 1, 2021 through March 31, 2024

Article	Title	Change
2	Definitions	Updates COBRA definition.
5	Union Security and Rights	Modifies membership revocation window, maintenance of membership, and union indemnification sections; and eliminates fair share fee payer language in response to <i>Janus v. AFSCME</i> .
10	Disciplinary Procedure	Provides that a failure to notify the Union President shall push back disciplinary hearings 10 days for the Union to prepare for the hearing; and will also adjust the timelines 10 days.
11	Grievance and Arbitration Procedures	Eliminates choice of forum restriction for matters of discrimination filed with EEOC/OCRC. Increases made to Grievance timelines. Adds provision that either party may remove up to two (2) Arbitrators unilaterally during the term of the contract.
14	Temporary Assignment	Includes an option to extend temporary assignments to fill a vacancy beyond 120 days by mutual agreement of the parties.
19	Vacation Leave	Eliminates the accrual of vacation leave while receiving worker's compensation temporary total benefits.
22	Injury Leave	Overhauls injury leave process by tying injury leave eligibility to an approved Workers' Compensation claim. Eliminates IRB and inconsistent/parallel injury eligibility standards. Maintains current injury leave benefits, but limits the time to take injury leave from the date of incident to 5 years.
25	Drug and Alcohol Testing	Adds prohibition for possession or use of drug paraphernalia or items used for substance abuse on City premises or in City vehicles. Expands the eligibility to conduct post-accident drug testing to when any vehicle involved is disabled and requires a tow.
26	Wage and Compensation Plan	Provides across the board wage increases for all employees effective at the beginning of the pay period that includes April 1 of: <ul style="list-style-type: none"> • 2021 – 2.5% • 2022 – 3.0% • 2023 – 3.5%



27	Insurance	<p>Establishes the following cost-savings clinical programs:</p> <ul style="list-style-type: none"> • Medical necessity • Formulary exclusions • Specialty Pharmacy <p>Modernizes out-of-date plan features:</p> <ul style="list-style-type: none"> • Deductibles and out-of-pocket maximums reset annually on January 1 • Eliminates the practice of cross applying deductibles (i.e., in-network deductibles counting towards non-network deductibles and vice versa) <p>Effective April 1, 2022, health insurance premiums of employees hired on or after September 1, 2017 (20% premium) and employees hired prior to September 1, 2017 (15% premium) will be blended into a single rate by sharing the costs of the higher rates equally among the bargaining unit employees enrolled.</p> <p>Reduces insurance premiums from 50% to 30% for part-time employees working more than 1040 hours per year.</p> <p>Caps life insurance provided by the City to a maximum of \$200,000.00</p> <p>Defaults employees to pay premiums on a pre-tax basis.</p>
28	Continuing Education/Training	Requires documentation to be submitted within six (6) weeks of course completion.
33	Time Donation	Modifies procedure for submitting and processing time donation requests.
34	Duration of Contract	April 1, 2021 – March 31, 2024
Appendix	A	Updates the classification list with modifications made to select classifications and pay ranges since the 2017-2020 contract.
Appendix	B	<p><u>MOU #1998-07</u></p> <p>Extends the work schedule arrangement for select classifications in the Division of Power, Department of Public Utilities through March 31, 2023.</p>

It is anticipated that the proposed agreement will be submitted for City Council’s acceptance by the April 26, 2021 Council meeting. Thank you for your favorable consideration.

Attachment

- c: The Honorable Members of City Council
 The Honorable Andrew J. Ginther, Mayor
 The Honorable Megan N. Kilgore, City Auditor
 The Honorable Zach Klein, City Attorney



Ken Paul, Chief of Staff
Kathy Owens, Deputy Chief of Staff
Joe Lombardi, Finance and Management Director
Ron Linville, Chief Labor Negotiator
Brooke Carnevale, Deputy Director of Human Resources
City Negotiating Team Members

