

CHRISTOPHER C. MOSES
Director

MEMORANDUM TO: The Honorable Shannon Hardin, President
The Honorable Rob Dorans, Workforce, Education and Labor
Committee Chair
The Honorable Emmanuel V. Remy, Public Safety Committee Chair

FROM: Christopher C. Moses, Director of Human Resources *CCM*

SUBJECT: **Summary of 2024-2027 AFSCME Local 1632
Collective Bargaining Agreement**

DATE: July 19, 2024

This summary describes those articles tentatively agreed to by the representatives of the City and AFSCME, Ohio Council 8, Local 1632, (Local 1632) during negotiations, which formally concluded July 1, 2024. The tentative agreement was ratified by the Local 1632 membership on July 12, 2024.

The following summary highlights the significant additions to and deletions from the collective bargaining agreement effective April 1, 2024 to March 31, 2027. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, and word changes to reflect consistent or current terminology). Some provisions of the successor agreement are retroactive to the expiration date of the previous agreement.

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

Enclosed with this summary is a strike-through version of the 2024-2027 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2021-2024 agreement. Articles that are not listed below will remain the current contract language reflected in the predecessor agreement.

Article	Title	Change
3	Management Rights	Provides for Union notification, within thirty (30) days, following the City's decision to subcontract in an emergency.



10	Disciplinary Procedure	Adds Public Safety, Division of Support Services to the Divisions where investigatory interviews may be tape recorded.
11	Grievance and Arbitration Procedures	Increases the deadline for a Step 2 disciplinary grievance answer from ten (10) days to fifteen (15) days to align with non-disciplinary grievance answers.
17	Holidays	Adds Juneteenth, June 19 th and Indigenous People’s Day, second Monday in October to the observed holidays. Adds Paid Family Leave (PFL) to eligibility for holiday pay.
19	Vacation	Provides that a domestic partner may receive payment of an eligible employee’s unused vacation leave. Prior to this change, only a surviving spouse could receive such payment.
20	Sick Leave	Eliminates the election to receive sick leave reciprocity in November 2026 for payment in January 2027 and at any time thereafter.
22	Injury Leave	Eliminates injury leave for examinations by the Bureau of Workers’ Compensation for the purposes of permanent partial awards.
23	Special Leave With Pay	Incorporates the Precinct Election Leave memorandum of understanding into the CBA which allows paid leave for eligible employees who serve as judges of election for the Franklin County Board of Elections. Incorporates the Paid Family Leave memorandum of understanding into the CBA, providing twelve (12) weeks of paid family leave to employees for birth or placement of a child for adoption or foster care as well as caregiving for covered family members who have a serious health condition.
26	Wage and Compensation Plan	Effective the pay period following City Council’s acceptance of the CBA: <ul style="list-style-type: none"> • 5.0% Across the Board Increase Effective April 1, 2025 • 5.0% Across the Board Increase Effective April 1, 2026 • 5.0% Across the Board Increase Provides employee evaluations will be done annually instead of every other year. Increases the merit bonus, for qualifying employees who have reached the top of their pay range and top step, from \$200.00 to \$350.00



		<p>Increases shift differential from a rate of \$.57 to \$.70 for second shift and from a rate of \$.70 to \$.90 for third shift and rotating shifts.</p> <p>Provides that if an employee is temporarily assigned to a shift that is not their regular shift for more than two (2) calendar weeks, that employee will receive the appropriate shift differential corresponding with the temporarily assigned shift.</p> <p>Increases service credit by \$100.00.</p> <p>Eliminates the perfect attendance bonus of \$100.00</p>
<p>27</p>	<p>Insurance</p>	<p>Increases the emergency room visit co-pay from \$75.00 to \$150.00 while eliminating the twenty percent (20%) co-insurance for in-network urgent care visits in order to steer employees to the proper provider.</p> <p>Allows the City to engage a cancer treatment advocate to offer benefits and services at no cost to all covered employees.</p> <p>Provides that employees automatically participate in a pre-tax insurance premium program.</p> <p>Adds the option of a High Deductible Health Plan/Health Savings Account.</p>
<p>28</p>	<p>Continuing Education Training</p>	<p>Increases tuition reimbursement from \$4,000 to \$5,250 for undergraduate studies and from \$4,500 to \$5,500 for graduate studies and caps reimbursement at \$5,500 per calendar year.</p> <p>Clarifies that courses required for a degree must be taken from an institution accredited and recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.</p> <p>Increases reimbursement for the GED preparation or examination from \$100.00 to \$150.00</p> <p>Provides that an employee on leave must return from leave prior to a course commencing in order to qualify for tuition reimbursement.</p> <p>Further provides that an employee must apply for reimbursement no later than fourteen (14) days prior to the first day of the scheduled course.</p>



		Eliminates the repayment requirement for employees who leave City employment within a certain timeframe after receiving tuition reimbursement.
29	Equipment and Clothing	Increases the tool allowance from \$45.00 to \$90.00.
34	Duration of Contract	April 1, 2024 until March 31, 2027.
Appendix	A	<p>Provides for pay range increases for various job classifications for better recruitment and retention.</p> <p>Updates the classification list with modifications made to select classifications since the last contract.</p>
Appendix	B	<p>Updates the current list of Memorandum of Understanding (“MOU”) and adds MOUs that were executed during the term of the 2021-2024 Contract as well as newly executed MOUs:</p> <p><u>MOU #2024-01</u>-provides a one-time lump sum payment of \$1,000.00 in lieu of retroactive pay.</p> <p><u>MOU #2024-02</u>-provides a one-time lump sum referral bonus of \$500.00 for 911 Emergency Call Takers and 911 Emergency Dispatchers who refer applicants in those classifications as long as the applicant remains an employee for one year. This one-time lump sum payment is limited to three times per year.</p> <p><u>MOU #2024-03</u>-provides a one-time lump sum bonus of \$500.00 for 911 Emergency Call Takers and 911 Emergency Dispatchers who equal or exceed 160 hours of voluntary overtime per quarter. This one-time lump sum payment opportunity is in effect for quarters three and four of 2024.</p> <p><u>MOU #2024-04</u>-merges the Refuse Collection Vehicle Operator Manual (“RCVOM”) and Refuse Collection Vehicle Operator Automated (“RCVOA”) job classifications.</p> <p><u>MOU #2024-05</u>-outlines hours of work and overtime opportunities for employees in the Department of Public Service, Division of Design and Construction.</p> <p><u>MOU #2024-06</u>-provides for additional staffing and supplemental pay during winter weather emergencies.</p> <p><u>MOU #2024-07</u>-clarifies hours of work, holiday pay and leave for employees, working a 4x10 schedule, in the Department of</p>



		Public Utilities, Division of Water, Parsons Avenue Water Plant.
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It is anticipated that the proposed agreement will be submitted for City Council's acceptance by the July 29, 2024 Council meeting. Thank you for your favorable consideration.

Attachments

- 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
- Elon Simms, Chief of Staff
- Danius Williams, Deputy Chief of Staff
- Kate Pishotti, Public Safety Director
- Kathy Owens, Finance and Management Director
- Jennifer Edwards, Chief Labor Negotiator
- Brooke Carnevale, Deputy Director of Human Resources
- City Negotiating Team Members

