



## Legislation Text

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**File #: 3318-2023, Version: 1**

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To approve Memorandum of Understanding #2022-06 (Revised) executed between representatives of the City of Columbus and the Communications Workers of America, Local 4502 to amend the Collective Bargaining Agreement, dated April 24, 2023 through April 23, 2026, by expanding the Winter Weather Emergency Staffing Plan to include CWA employees in Pay Range 58 and above; and to declare an emergency.

Memorandum of Understanding #2022-06 was executed by the City of Columbus and the Communications Workers of America (CWA), Local 4502 to amend the Collective Bargaining Agreement dated April 24, 2023 through April 23, 2006 (Agreement) by creating a Winter Weather Emergency Staffing Plan to incentivize additional holders of Class A or B Commercial Driver's License ("CDL") and non-CDL driver's license holders outside of the Department of Public Service, Division of Infrastructure Management, who volunteer to assist with snow and ice removal from heavy storms during the winter season. MOU #2022-06 provided a 4% working out of class premium on the hourly rate of all eligible CWA members who volunteer, and expanded eligibility for overtime and call-back pay to eligible CWA E-Class employees who volunteer, pursuant to the terms of the MOU. MOU 2022-06 (Revised) expands the Winter Weather Emergency Staffing Plan, which incentivizes CWA employees outside of the Department of Public Service, Division of Infrastructure Management, to assist in snow and ice removal from heavy storms during the winter season, to include CWA employees in Pay Range 58 and above.

**EMERGENCY JUSTIFICATION:** Emergency action is recommended to approve MOU 2022-06 (Revised) to allow for the recruitment and training of eligible CWA employees to assist with snow and ice removal from heavy storms prior to the onset of the winter storm season.

**WHEREAS,** representatives of the City of Columbus and the Communications Workers of America (CWA), Local 4502, entered into Memorandum of Understanding #2022-06 (Revised), a copy of which is attached hereto, to amend the Collective Bargaining Agreement, dated April 24, 2023 through April 23, 2026, by creating a Winter Weather Emergency Staffing Plan to incentive CWA employees, including CWA employees in Pay Range 58 and above, outside of the Department of Public Service, Division of Infrastructure Management, to assist with snow and ice removal from heavy storms during the winter season; and

**WHEREAS,** emergency action is recommended in order to implement the terms of Memorandum of Understanding #2022-06 (Revised) in an expedient manner in order to allow for the recruitment and training of eligible CWA employees outside of the Department of Public Service, Division of Infrastructure Management, to assist with snow and ice removal from heavy storms prior to the start of the upcoming winter season; and

**WHEREAS,** an emergency exists in the usual daily operation of the City in that it is immediately necessary to amend the Agreement between the City of Columbus and CWA Local 4502, dated April 24, 2023 through April 23, 2026, by approving Memorandum of Understanding #2022-06 (Revised) prior to the onset of the winter storm season, all for the immediate preservation of the public peace, property, health, and safety; **NOW, THEREFORE,**

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

**SECTION 1.** That Memorandum of Understanding #2022-06 (Revised) amends the Collective Bargaining Agreement

between CWA Local 4502 and the City of Columbus dated April 24, 2023 through April 23, 2026.

**SECTION 2.** That City Council, finding it is in the best interests of the City, hereby recognizes and approves Memorandum of Understanding #2022-06 (Revised) executed between representatives of the City of Columbus and CWA Local 4502, a copy of which is attached hereto and incorporated herein.

**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.