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Title: **Toledo, City of and Toledo City Employees, Ohio Council 8, American Federation of State, County & Municipal Employees (AFSCME), AFL-CIO, Local 7 (2002)**

K#: **810570**

Location: **OH, Toledo**

Employer Name: **Toledo, City of**

Union: **Toledo City Employees, Ohio Council 8, American Federation of State, County & Municipal Employees (AFSCME), AFL-CIO**

Local: **7**

SIC: **9199**

NAICS: **921190**

Sector: **L**

Number of Workers: **1000**

Effective Date: **07/01/02**

Expiration Date: **06/30/05**

Number of Pages: **6**

Other Years Available: **Y**

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CITY OF TOLEDO

K 810570

1000 WORKERS



DEPARTMENT OF LAW

September 19, 2002

Barbara E. Herring
Director of Law

General Section

John T. Madigan
General Counsel

Gary R. Taylor
Paul F. Syring
Jeffrey S. Colturi,
Taxation
Kerry Bruce,
Utilities
Leslie A. Kovacic,
Utilities

Donald Czerniak, President
AFSCME Local 7
420 S. Reynolds Road
Suite 107
Toledo, Ohio 43615-5979

Litigation Section

Geoffrey H. Davis
Chief of Litigation

Samuel J. Nugent
Rex D. Fiske
Mark S. Schmollinger
Adam Loukk
William H. Bracy

Re: Signed Local 7 Contract

Labor Section

James G. Burkhardt*
Section Chief

Susan E. Frederick
Yulanda McCarty-Harris

Dear Don:

I have secured City signatures on the agreement between the City and AFSCME Local for the July 1, 2002 – June 30, 2005 contract. I am enclosing a fully executed copy for your records and also sending a copy with this letter to George Tucker and Randy McElfresh. Thank you for your leadership in helping bring this matter to closure. I look forward to working together with Local 7 and Ohio Council 8 on future matters of mutual concern.

Very truly yours,

James G. Burkhardt, Chief - Labor & Employment Law

Prosecutors

David L. Toska
Acting Chief

Nancy A. Rosen
Lourdes Santiago
Daniel R. Pilrose Jr.
Sharon D. Gaich
Victoria L. Smith
Stephen Steinberg
Lora L. Manon
Laura Cosmos
Michael J. Niedzielski

JGB/br

cc: George Tucker, Regional Director – AFSCME Ohio Council 8
Randy McElfresh, Staff Representative
Joyce Chapple, Director - Human Resources

LOCAL7.02[DC-SIGNED K]

Claims Investigator

Lois Cannon

* Certified Specialist in
Labor and
Employment Law

RECEIVED
AUG 30 2002
LAW DEPARTMENT
CITY OF TOLEDO

2002
AUG 30 2002

**AGREEMENT BETWEEN
THE CITY OF TOLEDO
AND
TOLEDO CITY EMPLOYEES' AFSCME LOCAL 7
OHIO COUNCIL 8, AFL-CIO**

July 1, 2002 - June 30, 2005

The parties have reached agreement on terms of a new three-year collective bargaining agreement, which was ratified by the Local 7 membership on May 10, 2002 and approved by Toledo City Council on May 21, 2002. The parties have agreed to maintain the language of the July 1, 1999 contract in all respects except as to sections 2117.120, Base Annual Salaries, and 2117.139, "Termination". Effective July 1, 2002, those sections will provide as follows:

2117.120 Base Annual Salaries

(a) Effective July 1, 2002 employees shall continue to receive the wage rates that were in effect on June 30, 2002 and as set forth in the following salary schedule:

RATES IN EFFECT JUNE 30, 2002

	75%	85%	95%	Full Rate
1	8.731	9.894	11.057	11.640
2	9.226	10.455	11.685	12.300
3	9.808	11.114	12.423	13.076
4	10.427	11.816	13.207	13.901
5	11.133	12.617	14.101	14.845
6	12.005	13.604	15.205	16.006
7	12.957	14.686	16.413	17.276
8	14.078	15.956	17.831	18.771
9	15.442	17.500	19.559	20.590
10	16.246	18.413	20.580	21.663
11	17.164	19.453	21.742	22.886
12	18.215	20.644	23.071	24.287
13	19.424	22.014	24.603	25.898
14	20.808	23.582	26.357	27.744
15	22.396	25.383	28.368	29.863

(b) Effective the first full pay period in January of 2004 employees shall receive a two percent (2.0%) wage increase in their base wage rate.

RATES EFFECTIVE JANUARY, 2004

SALARY GROUP	75%	85%	95%	Full Rate
1	8.906	10.092	11.278	11.873
2	9.411	10.664	11.919	12.546
3	10.004	11.336	12.671	13.338
4	10.636	12.052	13.471	14.179
5	11.356	12.869	14.383	15.142
6	12.245	13.876	15.509	16.326
7	13.216	14.980	16.741	17.622
8	14.360	16.275	18.188	19.146
9	15.751	17.850	19.950	21.002
10	16.571	18.781	20.992	22.096
11	17.507	19.842	22.177	23.344
12	18.579	21.057	23.532	24.773
13	19.812	22.454	25.095	26.416
14	21.224	24.054	26.884	28.299
15	22.844	25.891	28.935	30.460

(c) Effective the first full pay period in January of 2005 employees shall receive a two percent (2.0%) increase in their base wage rate.

RATES EFFECTIVE JANUARY, 2005

SALARY GROUP	75%	85%	95%	Full Rate
1	9.084	10.294	11.504	12.110
2	9.599	10.877	12.157	12.797
3	10.204	11.563	12.924	13.605
4	10.849	12.293	13.740	14.463
5	11.583	13.126	14.671	15.445
6	12.490	14.154	15.819	16.653
7	13.480	15.280	17.076	17.974
8	14.647	16.601	18.552	19.529

9	16.066	18.207	20.349	21.422
10	16.902	19.157	21.412	22.538
11	17.857	20.239	22.621	23.811
12	18.951	21.478	24.003	25.268
13	20.208	22.903	25.597	26.944
14	21.648	24.535	27.422	28.865
15	23.301	26.409	29.514	31.069

(d) With their paychecks for the first full pay period in January of 2005, employees then on the payroll shall receive a lump sum gross payment equal to one percent (1%) of their new January, 2005 base annual wage.

(e) An economic reopener may occur sixty (60) days before any of the scheduled increases by agreement of the parties if payment as scheduled could create reductions in service or other financially induced problems due to the City's revenue and expenditure picture, or at the request of Local 7 if the average percentage base wage increases for any other City union exceeds the effective increases for Local 7 employees P.E.R.S. contributions included. If agreement cannot be reached within thirty (30) days after commencement of the reopener, the parties shall select an arbitrator using the selection procedure set forth in section 2117.23, "Arbitration". The arbitrator shall conduct a hearing and render a decision following the provisions of the Ohio Public Employee Collective Bargaining Law at Section 4117.14(G), notwithstanding the provisions of 4117.14(D)(1).

(f) An employee who is promoted or who works above his classification in a classification within the Local 7 Bargaining Unit will receive the Promotional Starting Rate of the class to which the employee has been promoted for the employee's 1st 2080 hours in that classification unless the Promotional Starting Rate of the new classification is either less than four (4%) percent greater than the rate the employee was earning in his/her regular classification, or less than the 75%, 85%, or 95% rate for the classification. If the Promotional Starting Rate of the new classification is not at least four (4%) percent greater than the rate the employee was earning in his regular classification, then the employee will receive a four (4%) percent increase over his/her present rate. If the promotional starting rate is less than the 75%, 85%, or 95% rate for the classification, then the employee shall be paid at the nearest step rate that is at least four percent (4%) greater than the employee's current rate. At no time would a permanent employee earning the promotional start rate be paid less than an employee in that classification in the division with less seniority who is in one of the step rates. When an employee has served 2080 hours as an alternate to a position to which the employee is subsequently promoted, he/she shall continue to receive the full rate.

HOURLY PROMOTIONAL START RATE

SALARY GROUP	6/30/02	1/2004 (2.0% inc.)	1/2005 (2.0% inc.)
1	10.473	10.682	10.896
2	11.072	11.293	11.519
3	11.763	11.998	12.238
4	12.512	12.762	13.017
5	13.359	13.626	13.899
6	14.410	14.698	14.992
7	15.551	15.862	16.179
8	16.892	17.230	17.575
9	17.501	17.851	18.208
10	18.415	18.783	19.159
11	19.455	19.844	20.241
12	20.646	21.059	21.480
13	22.010	22.450	22.899
14	23.583	24.055	24.536
15	25.384	25.892	26.410

(g) Employees hired on or after January 1, 1992, that are not placed from within municipal employment, will be paid at the Step Rate of the salary provided in this section as follows:

<u>STEP</u>	<u>PERCENTAGES</u>
1st Year	75% of Full Rate
2nd Year	85% of Full Rate
3rd Year	95% of Full Rate
4th Year (Full Rate)	100% of Full Rate

Employees hired on or after January 1, 1992 who are promoted, transferred, or demoted before completing their third year of City employment shall go to the same step of their new salary group until their anniversary date for that step. A year of service for purposes of the step plan shall mean twelve (12) full months rather than 2080 compensated hours. Employees who are off payroll more than 20 work days during a year of service shall have their year of service extended by their number of uncompensated work days.


(h) Whenever it becomes necessary to determine the hourly or daily rate of pay for an employee whose rate is stated herein as an annual salary, the determination shall be made by dividing the annual salary by two thousand eighty (2,080) to determine the hourly rate, or

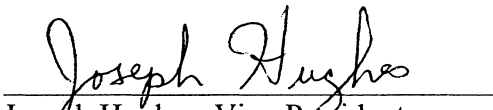
by two hundred and sixty (260) to determine the daily rate of compensation for the employee.


2117.139 Termination

This Chapter of the Code shall be effective July 1, 2002, and shall remain in full force through June 30, 2005, and thereafter until terminated, amended, or repealed pursuant to Chapter 4117 of the Ohio Revised Code.

AFSCME LOCAL 7, OHIO COUNCIL 8

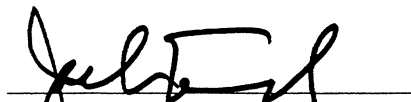

Donald Czerniak, President

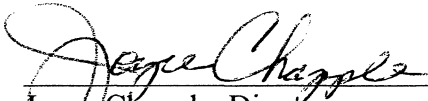

Joseph Hughes, Vice-President


Thomas Greisinger, Chief Steward



George Tucker, Regional Director

THE CITY OF TOLEDO


Jack Ford, Mayor


Joyce Chapple, Director -
Human Resources


John Bibish, Director - Finance


James Burkhardt, Chief -
Labor & Employment Law