

AN ORDINANCE AUTHORIZING THE MAYOR OF THE CITY OF ASHLAND, OHIO, TO ENTER INTO A CONTRACT WITH OHIO COUNCIL 8 – AFSCME; AND DECLARING AN EMERGENCY.

WHEREAS, Council and the Administration have conducted negotiations according to R. C. 4117.14 with the Ohio Council 8 – AFSCME, as the bargaining representative for certain employees of the City of Ashland; and

WHEREAS, such negotiations have provided an agreement between the parties; and

WHEREAS, Council and the Administration have reviewed such proposal and do desire to ratify and adopt such Agreement:

NOW, THEREFORE, BE IT ORDAINED by the Council of the City of Ashland, County of Ashland, State of Ohio, 4 members thereto concurring:

Section 1. That the Mayor be and he hereby is authorized and directed to enter into an agreement with the Ohio Council 8 – AFSCME, for certain employees of the City of Ashland, a copy of which agreement is attached hereto and made a part hereof as though fully rewritten herein, marked “Exhibit A”.

Section 2. It is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were passed in an open meeting of this Council and that all deliberations of this Council and any of its committees that resulted in such actions were in meetings open to the public and in compliance with all legal requirements.

Section 3. That any and all ordinances in conflict with the express provisions of this Agreement are superceded by this Agreement.

Section 4. That this Ordinance is hereby declared to be an emergency measure necessary for the immediate preservation of the public peace, health, safety and welfare of the City of Ashland, Ohio. Such necessity exists by reason of the fact that in order to facilitate payment of compensation to certain employees of the City, the foregoing Ordinance is required at the earliest possible time; wherefore, this Ordinance shall take effect and be in force from and after its passage and approval by the Mayor.

Passed: July 5th, 2016

Ruth S. Detrow
President of Council, Ruth Detrow

Attest: Jody Adams
Jody Adams, Clerk of Council

Approved: Glen P. Stewart
Mayor, Glen P. Stewart

Approved as to form and correctness:

Richard P. Wolfe II
Director of Law, Richard P. Wolfe II

Date: July 5th, 2016

TENTATIVE AGREEMENT BETWEEN
CITY OF ASHLAND AND
OHIO COUNCIL 8, AFSCME LOCAL 2313

The parties, City of Ashland (Employer) and Ohio Council 8, and AFSCME Local 2313 (Union), have met in collective bargaining and agree to the following additions, deletions and/or modification to the current collective bargaining agreement.

ARTICLE 21 TEMPORARY TRANSFERS

21.01 Add at the end of provision that transfers are intended to be of limited duration not to exceed six (6) months.

ARTICLE 25 OVERTIME EQUALIZATION

25.05 Second paragraph, delete “biweekly” so that the standby personnel listed shall consist of not less than one (1) person on a weekly rotating basis.

25.17 Add at and of this provision: Overtime worked more than two hours on the sixth consecutive day may be taken in pay or converted to compensatory time. Overtime worked on the seventh consecutive day shall be paid.

ARTICLE 27 VACATIONS

27.05 Modify vacation usage from one (1) hour to fifteen (15) minutes.

NOTE: Add provisions/Article that personal time off, sick leave incentive time may also be used in 15 minute increments; add provisions for prior MOU time off procedures be incorporated into the CBA.

ARTICLE 28 SICK LEAVE

28.10 Any employee who works a fixed three (3) month calendar-year period (January 1 – June 30; July 1 – December 31) without any use of sick leave, tardiness of more than five (5) minutes, disciplinary suspension or more than one (1) week of injury leave, shall be awarded one (1) day of leave to be used in the following ~~six-month~~ ONE YEAR period.

ARTICLE 33 WAGES

33.01 parties agree to \$0.45 per hour increase effective the first full pay period in June, 2016, 2017 and 2018.

Delete all references to prior Employer PERS pick-up amounts/contributions of employees.

NOTE: Certification stipends listed in CBA to be adjusted/increased with prior PERS pension buy-back in accordance with HR Memorandum; further all wages rates moved to two decimal places.

ADD (new) Newly hired employees, may, based upon knowledge, skill, abilities and experience be placed at a higher rate or step. In the event a current employee in that classification is at a lower rate or step, he/she will be advanced to the same rate or step as the newly hired employee and that rate will become the new starting rate or Step 1. This provision is not applicable to current employees who bid on job postings and receive such position opening where the employee may be placed at a rate greater than the start rate of Step 1 (and whether or not the current employee's rate increases or decreases from his/her prior position).

ARTICLE 39 TOOL ALLOWANCE

39.01 Modify to read the Mechanics will receive five dollars (\$5.00) per pay in June, 2016; ten dollars (\$10.00) per pay in June, 2017 and fifteen dollars (\$15.00) per pay in June, 2018 as compensation for personal tools. Any tools broken or damages while working for the City shall be replaced by the City.

ARTICLE 40 UNIFORMS

40.02 Modify reimbursement up to \$200.00 every two years. Further delete language in current CBA at end of Section stating "regardless of the two year time frame" and delete last two sentences of that provision.

ARTICLE 59 DURATION

59.01 – 59.02 Delete language regarding prior CBA extensions.

59.03 (will become 59.01): Three year Agreement from June 1, 2016 through May 31, 2019.

EXECUTION: Add/modify names as appropriate.

This Tentative Agreement is entered into this ____ day of June, 2016.

FOR OHIO COUNCIL 8 AND
AFSCME LOCAL 233:

FOR THE CITY OF ASHLAND:

