

**AFSCME Local 1632, Ohio Council 8, AFL-CIO
City of Columbus Workers
Tentative Agreement Synopsis
July 2024**

Articles With No Change / Same As Current Agreement*:

1 – Purpose	12 – No Strike or Lockout	25 – Drug and Alcohol Testing
2 – Definitions	13 – Seniority	
4 – Recognition	14 – Temporary Assignments	30 – Miscellaneous
5 – Union Security / Union Rights	15 – Layoffs	31 – Relation to Other Laws and Separability
7 – Joint Labor-Management Committee	16 – Hours and Overtime	32 – Entire Agreement and Mid-Term Modifications
8 – Central Work Rules	18 – Personal Business Days and Birthday Holiday	33 – Time Donation Program
9 – No Discrimination or Coercion	19 – Vacation Leave	
	24 – Leave Without Pay	

*Throughout the Contract, pronouns changed to gender-neutral (from he/she to they).

Amended Articles:

3 – Management Rights

Increased requirements for City to give notice to Union of subcontracting.

6 – Union Officers, Stewards, and Representatives

Notices for bargaining team go to Labor Relations.

10 – Disciplinary Procedure

Updated tape recorded investigatory interviews to include new Division of Support Services.

11 – Grievance and Arbitration Procedure

City gets fifteen (15) days to respond after grievance meetings, same as Union’s 15-day response timeline.

17 – Holidays

Added Juneteenth (June 19) and Indigenous People’s Day (2nd Monday in October).

20 – Sick Leave

Sick leave reciprocity no longer available effective in the third year of the Contract; Added domestic partner to payment of sick leave balance upon death.

21 – Disability Leave

Clarified eligibility period (rolling 365-day period measured backward) and clarified contact person (HR departmental officer).

22 – Injury Leave

Bureau of Workers' Compensation exam appointments are not an eligible use of injury leave.

23 – Special Leave With Pay

Added Precinct Election Official Leave and Paid Family Leave.

26 – Wages and Compensation Plan

5% upon full pay period following ratification, 5% on 4/1/25, 5% on 4/1/26.

\$1000 lump sum to compensate for retroactive pay.

Merit reviews will be conducted annually instead of every other year; employees at top of pay range receive \$350 bonus (increased from \$200).

Shift differential increased from \$.57 to \$.70 for 2nd shift, and from \$.70 to \$.90 for 3rd shift. Temporary assignments earn shift differential if they last more than 2 weeks.

Increase Service Credit Payment Schedule by \$100 at each level.

Remove \$100 Perfect Attendance incentive payment.

27 – Insurance

Removed limit on TMJ coverage removed.

Increased emergency room co-payment increased from \$75 to \$150; Removed co-insurance payment from in-network urgent care.

Removed coverage exemption for dental osseous surgery.

Removed mandatory second surgical opinion.

Removed cap on hospital bill overcharge repayment.

Added cancer treatment advocate (Cancer Bridge) at no cost to employees.

Increased coverage for vision care reimbursements

Moved open enrollment period to July

Added an employee option High Deductible Health Plan / Health Savings Account

28 – Continuing Education and Training

Increased maximum undergraduate study reimbursement increased to \$5,250 per year (from \$4,000).

Increased maximum graduate study reimbursement increased to \$5,500 per year (from \$4,500).

Eliminated requirement to pay back tuition reimbursement if separated within 2 years of return.

Increased book reimbursement from \$100 to \$150.

29 – Equipment and Clothing

Auto Mechanic and related classifications tool stipend increased to \$90 per month (from \$45).

34 – Duration of Contract

April 1, 2024 through March 31, 2027.

Appendix A – Classifications and Pay Ranges

Pay range increases for 46% of classifications.

Memoranda of Understanding (MOUs) and Side Letters

- Department of Public Service:

RCVOMs will transfer to RCVOAs without probation, with no loss of seniority, and will receive an increase in pay.

4% working out of class pay for employees outside of Infrastructure Management Street Maintenance who perform snow and ice duties.

Remove Refuse division mandatory overtime pre-sign-up MOU.

Traffic shop will not be included in Street Maintenance mandatory overtime, but has the right to volunteer for overtime.

- Department of Public Utilities:

Increased certification incentive pay.

- Department of Public Safety:

No mandated, detached overtime in Emergency Communications Center (“ECC”).

Referral bonus for ECC employees recruiting new hires.

Overtime bonus for ECC employees who work 160 hours of OT in remaining two quarters of this year.

Labor-Management Committee formed to address staffing issues in ECC.

- Department of Building and Zoning:

Plans Examiner certification incentive pay.