



**Office of the City Manager**  
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# Memo

**To:** Members of Dublin City Council  
**From:** Dana L. McDaniel, City Manager  
**Date:** November 9, 2021  
**Initiated By:** Jennifer Miglietti Director of Human Resources  
**Re:** Resolution No. 69-21 - Ratifying the Re-opener of the Collective Bargaining Agreement with the United Steelworkers of America

## Summary

Attached for your consideration is Resolution No. 69-21, authorizing the City Manager to enter into a Collective Bargaining Agreement (CBA) with the United Steelworkers of America regarding wages, and insurance for employees within the Maintenance Worker, Fleet Technician I, Electrical Worker and Custodial Worker bargaining unit. This bargaining unit is comprised of 76 employees within the Division of Public Service and the Division of Facilities and Fleet Management.

Below for your reference are the highlights of the changes from the previous Agreement. The term of this Agreement continue to be three (3) years, from September 1, 2019 through August 31, 2022 with the exceptions of Article 22 (Wages) and Article 32 (Insurance) which was reopened and tentatively agreed to. The term of these two articles will expire December 31, 2022 at which time the City will engage in the next bargaining cycle.

## Key Economic Terms

- Wage increase for all workers covered by this agreement for the third year of this three-year agreement is 2% effective January 1<sup>st</sup> of 2022.
- Both parties agreed to leave Health Insurance Benefits status quo during the third year of the contract.

The fiscal impact of the wage and benefit package in this Agreement is approximated to be \$109,284.20 during the 2022 year of the contract only as compared to 2021 wages.

## Recommendation

Staff recommends that Council approve Resolution No. 69-21 authorizing the City Manager to enter into a new Collective Bargaining Agreement with the United Steelworkers of America.

RECORD OF RESOLUTIONS

GOVERNMENT FORMS & SUPPLIES 844-224-3338 FORM NO. 30045

Resolution No. 69-21 Passed , 20

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A COLLECTIVE BARGAINING AGREEMENT WITH UNITED STEELWORKERS OF AMERICA REGARDING WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES WITHIN THE MAINTENANCE WORKER, FLEET TECHNICIAN I, ELECTRICAL WORKER, AND CUSTODIAL WORKER BARGAINING UNIT.

WHEREAS, the City of Dublin and the United Steelworkers of America have reached tentative agreement for 2022 re-opener regarding wages, and insurance for employees within the Maintenance Worker, Fleet Technician I, Electrical Worker, and Custodial Worker bargaining unit; and

WHEREAS, Council has determined that the Agreement should be ratified by Council.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Dublin, State of Ohio, of the elected members concurring that:

Section 1. The City Manager be, and hereby is, authorized to enter into a Collective Bargaining Agreement with the United Steelworkers of America Ohio regarding wages and insurance for 2022 for employees within the Maintenance Worker, Fleet Technician I, Electrical Worker, and Custodial Worker bargaining unit.

Section 2. This Agreement shall supersede and replace all applicable state and local laws, which it has the authority to supersede and replace.

Section 3. This Resolution shall be effective immediately upon passage as provided under Section 4.04 (a) of the Revised Dublin Charter.

Passed this day of , 2021.

Mayor - Presiding Officer

ATTEST:

Clerk of Council