



City of Parma Heights  
Special Council Meeting  
6281 Pearl Road

Monday, December 20, 2021 7:30 PM

1. **ROLL CALL**
2. **PLEDGE OF ALLEGIANCE**

**LEGISLATION**

3. Consideration of AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND LOCAL 860, MUNICIPAL, COUNTY AND STATE EMPLOYEES' UNION, AND DECLARING AN EMERGENCY. **ONE READING ONLY**
4. **ADJOURNMENT**

CITY HALL WILL BE OPEN FOR THE COUNCIL MEETING  
MASKS ARE REQUIRED IN CITY HALL

**ORDINANCE NO. 2021 - DRAFT**

**AN ORDINANCE APPROVING AND AUTHORIZING THE MAYOR TO EXECUTE A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF PARMA HEIGHTS AND LOCAL 860, MUNICIPAL, COUNTY AND STATE EMPLOYEES' UNION, AND DECLARING AN EMERGENCY.**

**WHEREAS**, terms and conditions of employment of certain employees in the Service Department of the City have been reached in collective bargaining negotiations between the City of Parma Heights and Local 860, Municipal, County and State Employees' Union; and,

**WHEREAS**, the Collective Bargaining Agreement is effective January 1, 2020, through December 31, 2021.

**NOW, THEREFORE, BE IT ORDAINED** by the Council of the City of Parma Heights, County of Cuyahoga and State of Ohio:

Section 1. The collective Bargaining Agreement and exhibits and attachments thereto with Local 860, Municipal, County and State Employees' Union, attached hereto and made a part hereof as though fully incorporated herein, is adopted, ratified and approved and the mayor is authorized and empowered to execute and enter into said Collective Bargaining Agreement for and on behalf of the City of Parma Heights.

Section 2. Ordinance No. 2018-53 passed December 10, 2018 is repealed.

Section 3. This Council finds and determines that all formal actions of this Council concerning and relating to the adoption of this Ordinance were taken in an open meeting of this Council and that all deliberations of the Council and of any of its committees comprised of a majority of the members of the Council that resulted in those formal actions were in meetings open to the public, in compliance with the law.

Section 4. This ordinance is declared to be an emergency measure for the public peace, health and safety of the Municipality and for the further reason that the provisions of this ordinance are immediately required in order to continue the highest possible level of efficiency and service of certain employees in the Service Department of the City; wherefore, this ordinance shall be in full force and effect immediately upon its passage by Council and approval by the Mayor.

PASSED: \_\_\_\_\_

\_\_\_\_\_  
PRESIDENT OF COUNCIL

ATTEST: \_\_\_\_\_

CLERK OF COUNCIL

\_\_\_\_\_  
APPROVED

FILED WITH  
THE MAYOR: \_\_\_\_\_

\_\_\_\_\_  
MAYOR

**Temporary Agreement Synopsis  
between  
Laborers, Local 860  
and  
The City of Parma Heights  
(Service Department)  
December 17, 2021**

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**1. RATES OF PAY – ARTICLE 13**

• **¶13.1**

- Pattern Across the board Increases
  - 3%, retroactive to September 1, 2020, paid within a reasonable time after ratification.
- Increase Service Grade IV from \$16.00/hour to \$20.00/hour.

• **¶13.04**

- Clarification regarding employee temporary transfers
  - Transfers to lower jobs retain the rate of pay
  - Transfers outside the bargaining unit need employee and union approval
  - The right of first refusal shall be provided based on seniority, then by rotation

• **¶13.05 (B) – Sewer Crew Pay**

- Sunset provision extended from December 31, 2019 through December 31, 2021.

• **¶13.07 – Emergency Responder Pay**

- Pattern, additional second 3% payment.
- Second ERP payment provided for 2021.
- For 2022, employees must be available 45 days for overtime to qualify.
- For future years, employees must be available 90 days to qualify.

**2. INSURANCE – ARTICLE 18**

- Pattern.
  - Deletion of COBRA fee % language

**3. CHECKOFF – ARTICLE 2**

- *Janus* changes to ensure compliance with federal law changes.
- Fee deduction processes added to Contract.
- Dues list processes added to the Contract.
- Issue and correction processes added to the Contract.
- Eligibility information processes added to the Contract.

**4. SENIORITY – ARTICLE 6**

- Reference to part-time, seasonal, and temporary employees eliminated from the

Contract to provide clarity.

**5. HOURS OF WORK – ARTICLE 9**

• **¶9.02 – 1 ½ applicability**

- Minor language change to ensure changes to 9.8 have desired effect.

• **¶9.03 – Equalization**

- Elimination of sub-categories E, F, and G to ensure that employees off work are not provided benefits that those working are not.
- The change also eliminates unnecessary language.

• **¶9.04 – Compensatory Time**

- Utilization moves from a minimum of two hour increments to four hour increments.
  - Management retains discretion to approve lesser increments of utilization.

• **¶9.08 – Pyramiding of Pay**

- Language changed to ensure that individuals performing premium pay work on second shift would receive both benefits.

**6. COMMERCIAL DRIVERS LICENSE – ARTICLE 12**

- CDL Pay is doubled, retroactive to September 1, 2021.
  - Class B license moves from \$0.60 to \$1.20.
  - Class A license moves from \$0.50 to \$1.00.
- Due to changes in law requiring in classroom training that was not contemplated under the current contract, language referring to CDL training was removed.

**7. HOLIDAYS – ARTICLE 15**

- Juneteenth was added as a holiday.

**8. SICK LEAVE – ARTICLE 17**

- Physicians notes are now necessary for absences in excess of three (3) days as opposed to after one (1) day.
  - The change matches the time period for AWOL.

**9. MECHANICS TOOL ALLOWANCE – ARTICLE 20**

- Mechanics tool allowance's were increased from \$300.00 to \$500.00.

**10. DURATION – ARTICLE 27**

- Two-year (2-year) contract duration (as opposed to usual three-year (3-year)) to ensure all bargaining units are on the same schedule for bargaining.

**11. DRUG/ALCOHOL TESTING – ARTICLE 29**

- Added to CBA and update to reflect L860's bargaining unit and the Service Department.

**12. NO STRIKE – ARTICLE 24**

- Deleted.

**13. UNION REPRESENTATION – NEW ARTICLE**

- Added Union Representative rights and limitations to the Contract.

**14. NON DISCRIMINATION – NEW ARTICLE**

- Added Union anti-discrimination clause to the Contract.

**15. LABOR MANAGEMENT CONFERENCES – NEW ARTICLE**

- Added Labor Management Conference language to the Contract.

**16. PAID LEAVE OF ABSENCE – MILITARY LEAVE – NEW ARTICLE**

- Added Military Leave language to the Contract.

**17. PERSONNEL RECORDS – NEW ARTICLE**

- Added process pertaining to the review of personnel files and the appeal of potential inaccuracies to the Contract.

**18. BULLETIN BOARDS – NEW ARTICLE**

- Added Bulletin Board language to the Contract.

**19. PERSONAL LEAVE – NEW ARTICLE**

- Added unpaid personal leave language to the Contract.

**20. FMLA – NEW ARTICLE**

- Added FMLA language to the Contract.

**21. RULES AND REGULATIONS – NEW ARTICLE**

- Added Union notice procedure to the Contract for changes to rules, policies and procedures.

**22. General Cleanup**

- Change all references to Local 1099 to Local 860
- Fix Typos and formatting

**23. MEMORANDUM OF UNDERSTANDING**

- “Me-Too Agreement” renewed.

**26. Side Agreement**

- Added to ensure that Article 7 encapsulates the intended meaning of the parties, and that the language will not be used for other purposes.