

County Council of Cuyahoga County, Ohio

Resolution No. R2022-0340

<p>Sponsored by: County Executive Budish/Department of Health and Human Services/Department of Human Resources/Department of Law</p> <p>Co-sponsored by: Councilmembers Simon, Conwell, Tuma, Turner, Sweeney, Miller, and Jones</p>	<p>A Resolution approving a Side Letter to the July 1, 2020 – June 30, 2023 Collective Bargaining Agreement between Cuyahoga County and The American Federation of State, County and Municipal Employees, Ohio Council 8, Local 1746, AFL-CIO (Health and Human Services Unit) to modify Article 78 (Wages), directing that funds necessary to implement the amended Agreement be budgeted and appropriated; authorizing the County Executive to execute the Side Letter Agreement and all other documents consistent with this Resolution; and declaring the necessity that this Resolution become immediately effective.</p>
--	---

WHEREAS, the County has had extreme difficulty stanching the leave-taking and retention of its social services series workers. The County has designed a pay strategy to reduce the outflow and improve its standing to recruit qualified employees for these positions. The County therefore has been engaged in negotiations with The American Federation of State, County and Municipal Employees, Ohio Council 8, Local 1746, AFL-CIO (“AFSCME 1746”) to amend Article 78 (Wages), of the Collective Bargaining Agreement (“CBA”) between the parties; and,

WHEREAS, the parties have met in a concerted effort to negotiate terms and have reached a tentative agreement on a Side Letter to the CBA; and,

WHEREAS, the Cuyahoga County Department of Health and Human Services has experienced extreme difficulty hiring and retaining employees in the classifications of Social Service Aide 2, Family Aide 2, Social Service Worker 1, Social Service Worker 3, Social Service Worker 4, Case Review Facilitator, and Multi-systemic Therapist (MST), and the proposed amendment to Article 78 (Wages) is intended to support the recruitment and retention of these essential employees; and,

WHEREAS, the County Executive, the Department of Health and Human Services, and the Department of Human Resources are recommending that Council approve the proposed Side Letter to the CBA; and,

WHEREAS, it is necessary that this Resolution become immediately effective to ensure the efficient operation of the Department of Health and Human Services.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. The Cuyahoga County Council hereby approves the proposed Side Letter to the CBA between the County and the American Federation of State, County and Municipal Employees, Ohio Council 8, Local 1746, AFL-CIO (HHS Unit) and authorizes the County Executive to execute all documents consistent with this Resolution.

SECTION 2. Funds necessary to implement the side letter to the CBA between the County and AFSCME 1746 shall be budgeted and appropriated.

SECTION 3. It is necessary that this Resolution become immediately effective for the usual daily operation of the County and the reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight (8) members of Council, it shall take effect and be in force immediately upon the earliest occurrence of any of the following: (1) its approval by the County Executive through signature, (2) the expiration of the time during which it may be disapproved by the County Executive under Section 3.10(6) of the Cuyahoga County Charter, or (3) its passage by at least eight (8) members of Council after disapproval pursuant to Section 3.10(7) of the Cuyahoga County Charter. Otherwise, it shall take effect and be in force from and after the earliest period allowed by law.

SECTION 4. It is found and determined that all formal actions of this Council relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by Mr. Miller, seconded by Mr. Sweeney, the foregoing Resolution was duly adopted.

Yeas: Baker, Miller, Sweeney, Tuma, Schron, Conwell, Turner, Stephens, Simon, and Jones

Nays: None

County Council President Date

County Executive Date

Clerk of Council Date

Additional Sponsorship Requested on the Floor: September 28, 2022

Journal CC047
September 28, 2022