

RECORD OF ORDINANCES

Dayton Legal Blank, Inc.

Form No. 30043

Ordinance No. _____ Passed _____, 20____

CITY OF BELPRE ORDINANCE NO. 3 (2024-25)

AN ORDINANCE TO AMEND THE LABOR CONTRACT BY AND BETWEEN THE CITY OF BELPRE AND MUNICIPAL EMPLOYEES LOCAL 3507, OHIO COUNCIL 8; AFL-CIO

WHEREAS, the City of Belpre and American Federation of State, County, and Municipal Employees ("the Union") entered into a three (3) year contract on _____, 2023; and

WHEREAS, problems have arisen for City employees in regard to State and Federal income taxes for the City employees due to the payment of annual clothing allowance in December of each calendar year; and

WHEREAS, the Belpre City Administration and the Union entered into a MEMORANDUM OF UNDERSTANDING to amend ARTICLE 26. CLOTHING.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL
OF THE CITY OF BELPRE, OHIO, THAT:**

SECTION I

The previous administration and the Union entered into a Memorandum of Understanding dated December 27, 2023, a copy of which is attached hereto as Exhibit A.

SECTION II

The current City of Belpre Administration and Council have reviewed the Memorandum of Understanding and hereby agree to the terms of the Union. Therefore ARTICLE 26. CLOTHING is hereby amended to make the changes proposed in the Memorandum of Understanding.

SECTION III

This Ordinance shall take effect on the earliest date allowed by law.

PASSED: March 28, 2024

ATTEST: Wendy Dennis

PRESENTED TO MAYOR: 3/28/24

Jerry K. Martin
PRESIDENT OF COUNCIL

Susan Abdelle
MAYOR

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CLERK'S CERTIFICATION OF PUBLICATION

The undersigned Clerk of the Council of the City of Belpre, Ohio, does hereby certify that on March 28, 2024, this Ordinance was published by posting a copy of the same at the five public places designated by the City Council in Ordinance No. 18 (2006-07).

March 28, 2024
Date

Kimberly A. Meredith
CLERK

EXHIBIT A

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF BELPRE LOCAL 3507**

This Memorandum of Understanding is entered into this day between the City of Belpre , (“Employer”) and the American Federation of State, County, and Municipal Employees (“Union”), Local 3507, Ohio Council 8, AFL-CIO.

The Parties have met and have agreed to the following changes to Article 26. The full Article is listed below:

**ARTICLE 26
CLOTHING**

Section 26.1. Clothing - The Employer will furnish each employee in the Water/Sewer Department, Wastewater Treatment Plant, and Street Departments with one (1) set of rain gear, work gloves, and muck boots for employees' use at job sites. Employer shall also provide hard hats, ear plugs, safety glasses, knee pads, harnesses and any other specialized equipment and protective gear needed for specific duties and are property of the city after use. Work gear listed above shall be replaced by the Employer when it is sufficiently worn.

The parties understand that rain gear, work gloves and rubber boots are the property of the City and will be returned to the City when an employee resigns, retires, or is terminated.

Section 26.2 City shall furnish work clothing and protective equipment as deemed necessary by the responsible Department Head to protect the employees in their job assignments, as well as identifying all employees as City staff members. Failure to wear the provided clothing and safety gear maybe subject to disciplinary action. Supervisors and Department Heads shall determine if clothing is no longer serviceable and may not be worn on duty.

~~City agrees, employees will use the purchase order process. To receive any clothing or use any uniform allowance, the employee must be on active pay status.~~

The City shall provide the following items in the following manner;

The City shall provide new hires with an initial issue of five (5) sets of clothing. Should the new hire not pass probation and does not return the initially issued clothing, the city may take the cost of the initial issue from their last payroll check.

Covered By Clothing Allowance	Covered By City
5 - Jeans or Pants	10 - Shirts (Combination Long / Short
1 - Toboggen	Employees choice
1 - Pair of Boots	5 - Hoodies
1 - Belt	1 - Pair of Bibs / Overalls (Replace as Needed)
1 - Jacket (Spring or Fall Weather)	1 - Winter Coat (Replace as Needed)
	1 - Pair of Muck Boots (Replace as Needed)
	1 - Pair Winter Gloves

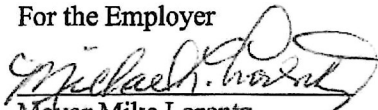
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Clothing shall offered once annually in January all other clothing and equipment shall be replaced on an as needed basis.

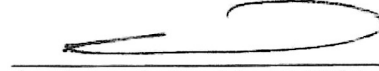
All purchase will follow the City's purchasing process. "Per year" means calendar year.

Employees shall receive a separate check for six hundred dollars (\$600.00) in the first full pay in January (beginning January 2024 and January 2025) to be used for work clothing and boots.

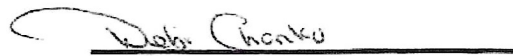
For the Employer


 Mayor Mike Lorentz
 Date: 12/27/2023

For the Union Local 3507


 Austin Ford , President L 3507
 Date: 12/27/23

John Johnson , Regional Director
 Ohio Council 8 , AFL-CIO
 Date: _____


 Debi Chonko Staff Representative
 Ohio Council 8, AFL-CIO
 Date: 27 December 2023

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