

AN ORDINANCE AUTHORIZING THE MAYOR TO ENTER INTO A LABOR AGREEMENT WITH THE UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED-INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION AFL-CIO & CLC LOCAL 1-865 AND DECLARING AN EMERGENCY.

WHEREAS, an agreement has been reached by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union AFL-CIO & CLC Local 1-865 and the City of Avon Lake Board of Municipal Utilities.

NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF
THE CITY OF AVON LAKE AND STATE OF OHIO:

Section No. 1: That the Mayor is hereby authorized to enter into a labor agreement with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union AFL-CIO & CLC Local 1-865 for compensation, and other employment of municipal employees for the period from January 1, 2026 through December 31, 2028, in accordance with the language set forth in the agreement which is on file with the City.

Section No. 2: That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Resolution were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees, which resulted in such formal actions, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Section No. 3: That this Ordinance is hereby declared to be an emergency measure, the emergency being the immediate need to provide compensation and other employment provisions as agreed upon in labor negotiations so that personnel may be available to the City, thus for the health, safety, and welfare of the residents of Avon Lake. Therefore, this Ordinance shall be in full force and effect from and immediately after its passage and approval by the Mayor.

PASSED: 12/08/2025

/s/ Jennifer G. Fenderbosch
Council President

POSTED: 12/12/2025

APPROVED: 12/09/2025

ATTEST: /s/ Valerie E. Rosmarin
Clerk of Council

/s/ Mark A. Spatzel
Mayor