

1 Introduced by the Council President at the request of the Mayor:  
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4 **ORDINANCE 2021-623-E**

5 AN ORDINANCE APPROVING THE PROPOSED OCTOBER 1,  
6 2021 - SEPTEMBER 30, 2024 COLLECTIVE BARGAINING  
7 AGREEMENT BETWEEN THE CITY OF JACKSONVILLE AND  
8 THE COMMUNICATIONS WORKERS OF AMERICA (CWA),  
9 REPRESENTING APPROXIMATELY 420 MEMBERS;  
10 PROVIDING AN EFFECTIVE DATE.  
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12 **BE IT ORDAINED** by the Council of the City of Jacksonville:

13 **Section 1. Proposed Collective Bargaining Agreement**  
14 **between the City of Jacksonville and CWA approved.** That certain  
15 proposed October 1, 2021 - September 30, 2024 Collective Bargaining  
16 Agreement between the City of Jacksonville and the Communications  
17 Workers of America (CWA), a copy of which has been placed **On File**  
18 with the Office of Legislative Services, is hereby approved. CWA  
19 represents approximately 420 members. The proposed CWA agreement has  
20 been agreed to in collective bargaining and has been ratified by the  
21 union membership. Pursuant to the American Rescue Plan, from which  
22 funds are being used for premium pay associated with the Collectively  
23 Bargaining Agreements, the City has made a general determination that  
24 premium pay will not increase the average annual wage at the City  
25 above 150 percent of the state or county's average annual  
26 wage. Further, the City considers all government employees at the  
27 City to be performing critical and essential functions necessary to  
28 meet the needs of the Citizens of Jacksonville. One time premium  
29 payments and wage increases collectively bargained recognize the  
30 extraordinary efforts the men and women of the City performed and  
31 continue to perform during the COVID-19 pandemic.

1           **Section 2.           Effective Date.** This ordinance and all elements  
2 of the CWA Collective Bargaining Agreement shall become effective  
3 upon signature by the Mayor or upon becoming effective without the  
4 Mayor's signature.

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6 Form Approved:

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8 /s/ Margaret M. Sidman  
9 Office of General Counsel

10 Legislation prepared by: Sean Granat

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