

**FIRST AMENDMENT TO
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE CITY OF TULSA, EMPLOYER
AND
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
LOCAL NO. 1180
OFFICE TECHNICAL (OT) AND ADMINISTRATIVE TECHNICAL (AT) EMPLOYEES

FOR FY 2025-2026**

This First Amendment to the Collective Bargaining Agreement (“CBA or Agreement”) is entered into by and between the City of Tulsa (“City”) and American Federation of State, County, and Municipal Employees Local 1180 (“Union”), hereinafter referred to as “the Parties”, effective as of the date executed by the Parties below.

Whereas, employees in the Science and Technical (“ST”) job classification filed a petition with the Office of the City Clerk to establish proof that thirty percent (30%) of the ST designated employees wish to be represented in collective bargaining by the Union in accordance with Personnel Policies and Procedures 810. The Office of the City Clerk or designee found that the number of ST designated employees expressing a legitimate interest in the Union’s representation meet or exceeded thirty percent (30%); and,

Whereas, on April 8, 2025, Mayor Monroe Nichols IV (“Mayor”) called for a representation election within thirty (30) calendar days; and,

Whereas, the election was duly held and concluded on Friday, April 25, 2025 in accordance with all applicable City Charter and Personnel Policies and Procedures, the City Clerk or designee found that the final tabulation of all ballots casts verified that a majority of eligible employees in the ST classification voted in favor of representation by the Union; and,

Whereas, the Mayor determined the representation election final results were valid on April 30, 2025; and,

Whereas, the City and the Union are actively negotiating collective bargaining agreements for FY 25-26, and the parties have agreed to incorporate the newly recognized ST Bargaining Unit Employees under the FY 25-26 OT/AT CBA, which will expire on June 30, 2026; and,

Now, Therefore Be It Resolved, ST Bargaining Unit Employees will be incorporated into the OT/AT collective bargaining agreement effective upon full execution of the FY 25-26 OT/AT agreement by all parties. Upon full execution of the FY 25-26 OT/AT agreement, ST Employees will be represented by four Union Stewards, the assigned locations and names of Stewards to be provided in accordance with established requirements of the OT/AT agreement.

Be It Further Resolved, ST Bargaining Unit Employees will be required to open negotiations for FY 26-27 by the last Friday in January 2026, in accordance with the guidelines for all Union bargaining units. Upon receipt of written notice to open negotiations, ST Unit Employees will begin bargaining for a new, separate ST CBA for FY 26-27. The unit will be granted paid time for two (2) members to act as a negotiating team for FY 26-27. Failure to open negotiations will result in continued representation of ST Employees under the OT/AT agreement and will result in the elimination of the four (4) designated ST Stewards and two (2) paid negotiating team members.

This First Amendment shall be a one-time agreement that is entered in good faith between the Parties and represents the full, final, and complete agreement of the Parties. No additional terms, whether discussed, suggested, or made in either written or verbal form, which are not expressed herein shall have any meaning, validity, or application. This agreement may only be used to enforce the conditions and terms stated herein and shall not give rise to, or provide evidence in support of, any past and/or future grievance, claim, lawsuit, unfair labor practice, complaint, or other action relating to other claims, issues, and/or situations.

IN WITNESS WHEREOF, the Parties have executed this First Amendment.

AFSCME, Local 1180, Union

Michael Morrison

Michael Morrison (May 9, 2025 08:29 CDT)

Mike Morrison, President Date

City of Tulsa, Oklahoma, Employer

Mayor Monroe Nichols IV

Mayor Monroe Nichols IV Date

MAY 14 2025

Approved:

Jazmin J. Byrd

City Clerk

Jazmin J. Byrd
Deputy City Clerk
City of Tulsa

Assistant City Attorney III - Litigation

Assistant City Attorney III - Litigation



Signature:

Email: vp.afscme1180@gmail.com