

# MEMORANDUM OF UNDERSTANDING

## BETWEEN

### THE CITY OF TULSA AND AFSCME LOCAL 1180

#### FOR FY 2024-2025 (Emergency Communications) and 2025-2026 (All Other Units)

**Whereas**, the American Federation of State, County, and Municipal Employees Local 1180 (AFSCME) represents five collective bargaining units, including: Emergency Communications (EC), Labor and Trades (LT), Office Technical and Administrative Technical (OT/AT), Science and Technical (ST), and Information Technology and Information Systems (IT/IS); *and*,

**Whereas**, the IT/IS, OT/AT, and LT units have ratified Collective Bargaining Agreements (CBA) for FY 2025-2026, the ST unit is covered under the OT/AT CBA for FY 2025-2026 per a fully executed Memorandum Of Understanding (MOU), and the EC unit is still in negotiations and is operating under an extension of the FY 2024-2025 CBA; *and*,

**Whereas**, currently, all AFSCME CBA's include the following language regarding payroll deductions for union dues:

"Payroll deductions for membership shall be for no less than a six (6) month period and shall automatically be renewed for successive similar periods unless revoked in writing. Commencing January 1 and July 1, annually, Employees shall have fifteen (15) days in which to withdraw their membership. To revoke the membership, the Employee shall, within the fifteen (15) day period, notify the Union and the Payroll Section of the Finance Department via e-mail. Employees shall utilize the [NHall@1180tulsa.org](mailto:NHall@1180tulsa.org) address to notify Local 1180. Upon receipt of the e-mail or other written notification, the City shall cease such deductions. At the end of the withdrawal period, the City shall send a list to AFSCME Local 1180 of those employees who withdrew. An Employee who moves to positions outside the Bargaining Unit shall notify the Union and Payroll Section of the Finance Department via e-mail or in writing at the time of the change in status;" *and*,

**Whereas**, the City of Tulsa and the Union (the "Parties") have mutually amended the process over time to improve efficiency and to help eliminate errors due to failure of employees to notify the Union of a change in their bargaining unit eligibility. The Parties have also engaged in discussions regarding Employee membership due to changes in status for Employees who may have left City employment through resignation, termination, retirement or those who are on leave without pay (LWOP); *and*,

**Now, Therefore Be It Resolved**, in order to allow for continued cooperation between the Parties and to reflect the process the Parties currently work within, Article 7 – Dues Deduction and Maintenance of Membership, Section 7.6 will be amended to the following language for all current and future CBA's for the AFSCME units identified above:

"Payroll deductions for membership shall be for no less than a six (6) month period and shall automatically be renewed for successive similar periods unless revoked in writing. Commencing January 1 and July 1, annually, Employees shall have fifteen (15) days in which to withdraw their membership. To revoke the membership, the Employee shall, within the fifteen (15) day period, notify the Payroll Section of the Finance Department via e-mail. The Payroll Section of the Finance Department will respond to the Employee acknowledging the withdrawal request and will notify the

Employee to contact the Union at the agreed upon email address (NHall@1180tulsa.org). At the end of the withdrawal period, the City shall send a list to AFSCME Local 1180 of those employees who withdrew."

"An Employee who moves to a position outside the Bargaining Unit shall notify the Payroll Section of the Finance Department via e-mail or in writing at the time of the change in status. The Payroll Section of the Finance Department will process the change in bargaining unit status and may discuss the change with the Union at the end of each pay period, if needed."

"Additionally, at the end of each pay period, the Payroll Section will email the Union a list of Employees paying Union dues at the agreed upon email address provided by the Union. At that time, the Payroll Section may provide the Union updates to Union membership status due to an Employee's resignation, termination, or change in bargaining unit status due to a promotion, demotion, or lateral transfer;" and,


**Be It Further Resolved**, the Parties further agree that the provisions of this Amendment shall be considered a one-time good faith agreement and shall not be construed or interpreted as establishing any type of past practice or precedent for any other situation or grievance. The Parties agree that the terms of this Amendment shall not be used in any future grievance or arbitration.

IN WITNESS WHEREOF, the Parties have executed this MOU.


AFSCME, Local 1180, Union


 8/15/25  
Micheal Morrison, President

City of Tulsa, Oklahoma  
Employer

 AUG 13 2025  
Mayor Monroe Nichols Date

Approved:

  
City Clerk

  
Assistant City Attorney III - Litigation

