

Tentative Pact To Avert Strike Reported Reached By City And Four Unions

Ratification Vote On Agreement Is Set For Tonight

A tentative agreement was reached late Sunday between the city and four employees' unions, apparently averting a walkout scheduled to begin at 12:01 a.m. Tuesday, it was learned today.

The tentative pact was reached after the City Council, the administration, and unions met for nearly nine hours with the Labor-Management-Citizens Committee.

Mayor Kessler declined comment on the specifics of the pact until labor leaders have presented it to employees.

Ratification meetings on the agreement

are scheduled tonight, Mayor Kessler said. He said he does not know where or when the meetings are to be held.

The walkout deadline, set for Tuesday if no agreement had been reached, threatened to sharply curtail essential city services. The city had promised that some degree of essential services, except refuse collection, would be maintained.

Those unions involved in the tentative agreement are Local 92, Fire Fighters Union; Local 20, Teamsters; Local 7, American Federation of State, County, and Municipal Employees, and Local 2050, Toledo Supervisory, Technical, and Professional Employees Union.

Union representatives met with LMC members, the mayor, and all nine city councilmen.

The meeting, held at St. Matthew's Episcopal Church West, 5240 Talmadge Rd., began at 3 p.m. and adjourned at 11:45 p.m.

Mr. Kessler said there were some "rough times" during negotiations.

"Neither side is real happy with the agreement," the mayor said. "But it is said that neither side being satisfied is a sign of a good contract."

TPPA Schedules 3 Meetings To Take Vote On Strike

The Toledo Police Patrolman's Association, dissatisfied with progress in their

contract talks with the city, scheduled three mass meetings today at which a strike vote will be taken.

The meetings are at 320 West Wood St.

The TPPA filed a lawsuit in Common Pleas Court Friday accusing city officials of refusing to negotiate a new contract and asking for a temporary restraining order prohibiting the city from refusing to negotiate.

A hearing on the temporary restraining order was scheduled for today.

City Gives 'Final' Offer On Employee Contracts

Pay Level Termed Unacceptable By Union Spokesman

Unions representing city employees were given what the city called its "final" economic offer today.

The proposal, made during negotiations at the Hillcrest Hotel, calls for general wage increases of 2 per cent beginning Jan. 1; 1.5 per cent beginning Jan. 1, 1981, and 1 per cent beginning Jan. 1, 1982.

Ted Iorio, attorney for the United Council of Municipal Employees, a coalition of unions, called the proposal "totally unacceptable."

The unions have proposed one-year contracts with a 7 per cent wage increase.

Contracts Expire Saturday

The contracts expire at midnight Saturday, and union officials have said they will not be willing to extend the contracts.

Unions involved in the negotiations include the Toledo Police Patrolmen's Association; the American Federation of State, County, and Municipal Employees, Local 7; Teamsters Local 20, and Fire Fighters Local 92. They represent police, fire, sanitation, and other city employees.

City officials had no comment.

Charles Hendrix, regional director of Public Employees Union, in a closed meeting with the other unions, said that if the city refuses to reconsider its offer, "they have left us with nothing to do but strike."

Unions Told No Talks Planned

In a news conference after the negotiations, Mr. Hendrix said that the city told the unions there will be no further talks.

But, he added, "All of the unions stand ready to bargain with the city up to the ratification meetings on any and all of the items."

The ratification meetings are set for Friday and Saturday.

All the union officials said they would recommend rejection of the offer to their members.

In the city's new proposal, it agreed to drop a cap on the cost of living clause, which it had previously proposed. The proposal also called for removing a cap of \$95.34 on hospitalization benefits. It called for some vacation improvements.

City Retains Health, Welfare Proposal

But the city retained its previous proposal of paying \$95.34 a month into separate health and welfare plans of the Teamsters and fire fighters, subject to an adjustment to reflect the city's cost in the previous 12 months. Mr. Iorio said that the cost of keeping the trust funds

at an acceptable level is higher than the city has calculated.

The city also said it would not be willing to grant separate health and welfare funds to the TPPA, which the union had requested.

Some of the unions, including the TPPA and AFSCME locals 2058 and were said to be closer to settlement on noneconomic issues than others. Union officials had said that a sufficient economic offer by the city could bring them closer to settlement.

Key Issues Outstanding

Teamsters and fire fighters had what they called key noneconomic issues outstanding.

Teamsters officials said they opposed city efforts to lay off 34 workers in the water reclamation department immediately and 27 in the sanitation department over three years.

The fire fighters said they would resist city efforts to reduce manning of pumper crews from four to three men.

The city's previous economic offer of June 21 called for general wage increases of 1 per cent beginning Jan. 1; 1.5 per cent beginning Jan. 1, 1981, and 0.5 per cent beginning Jan. 1, 1982.

The unions have said they would be willing to come down from their proposal if a sufficient wage offer from the city includes an uncapped cost of living clause negotiated in the last contract.

Councilman Andy Douglas said Wednesday that the cost of living clause recaptures 65 per cent of wages lost from inflation.

The city was to meet later today with the 163-member police command officers' association, which has set a ratification meeting for tonight.

Driver Guilty In Karmol Death

Toledoan To Be Sentenced In Perrysburg Car Crash

The driver of a car in the April Perrysburg auto accident in which State Rep. Irma Karmol was killed was found guilty of vehicular homicide Wednesday in Perrysburg Municipal Court.

Judge Judson Spore ordered a presentencing investigation, and set sentencing of John Roecker, 30, of 1616 P St., for Aug. 1.

Roecker had pleaded no contest, and was released on his own recognizance.

Mrs. Karmol was driving south West Boundary Street when her car collided with Mr. Roecker's, which was westbound on West Indiana Avenue, according to Perrysburg police.

City Police Commanders Reject Pact

Porter Concedes Strike Seems Imminent Since Defeat Of New Proposal

The Toledo Police Command Officers Association, a 163-member group, Thursday rejected the city's contract offer by an unofficial vote of 89 to 37.

City Manager J. Michael Porter said today that he viewed as a bad sign the rejection from a group that city officials had believed to be among the most likely to ratify the city offer. The manager said today that factors now indicate that a work stoppage appears imminent.

At a morning news conference the manager replied that "I hope you're wrong," in response to questions about a possible strike, "and I hope we can still come together."

Unions Leaders Recommend Rejection

But while Mr. Porter defended the city's wage offer as "substantial," representatives of the four major city employee groups said that they will recommend its rejection in ratification sessions scheduled today and Saturday.

What the city still is calling its "final" contract offer provides for general wage increases of 2 per cent beginning Jan. 1; 1.5 per cent Jan. 1, 1981, and 1 per cent Jan. 1, 1982.

Mr. Porter said that the package, along with continued cost-of-living allowances, and a rolling-in of the allowances to the base pay when each January wage increase is computed, would mean a salary increase of more than 24 per cent over a three-year period for the average city employee.

Citing pay levels of some union groups, the manager said that the average base salary of a member of the American Federation of State, County, and Municipal Employees Local 7 is \$15,344 annually, and is worth \$19,777 with fringe benefits.

The average police patrolman's base pay is \$17,725, and \$23,364 with fringes. Under the proposed contract, a patrolman on June 30, 1982 would be receiving an annual salary of \$21,341, and with fringes, would cost the city \$27,771.

Moving the first pay increase to July 1, instead of January, 1980, a move that some union officials had said would satisfy some misgivings with the contract, would cost up to \$400,000 for the rest of the year, Mr. Porter said.

City negotiators have contended that anything beyond the existing offer would mean sizable layoffs in the future.

"We've got to have a fair settlement, and not one that will put their fellow employees out on the street," the manager said of union attacks on the offer.

Another concern of the administration is the possibility in October, because of congressional changes in the Comprehensive Employment and Training Act, of having to put 270 CETA employees on the city payroll.

Contracts Expire Saturday

Contracts expire at midnight Saturday and union officials have said they are not willing to extend them as they have in prior years.

"They have left us with nothing to do but strike," Charles Hendrix, AFSCME regional director, said after the city made its offer.

But Mr. Hendrix said that the unions are ready to bargain "on any and all items" up to the ratification sessions.

No meetings were scheduled as of mid-Friday, but Mr. Porter said he expects that the city will be talking to union officials again over the next few days to see if there are some points that could be discussed.

AFSME Local 7, representing workers in a wide range of jobs, has set its meeting for tonight in the Sports Arena.

Ratification Meetings

Fire Fighters Local 92 will meet tonight and Saturday, as will members of Teamsters Local 20, which represents workers in the sanitation and water reclamation departments.

The Toledo Police Patrolmen's Association has scheduled two meetings Saturday.

Union officials complained Thursday that the city has refused to bargain further on noneconomic issues.

Ted Iorio, attorney for the union coalition, the United Council of Municipal Employees, contends that the unions have been denied a chance to make a counteroffer on the economic and many noneconomic issues.

In addition to wage increases, the city's proposal calls for a dental program, uncapped hospitalization payments of \$95.34 a month, and some improvements in vacation time.

But the city has rejected demands from the Teamsters and fire fighters for increases in their health and welfare funds, calling for adjustments to the \$95.34 figure based on costs to the city.

The city also has rejected a demand from fire fighters to keep pumper crews at four persons instead of three persons.

The reduction in fire fighters' hours, scheduled to go from 50 hours to 48 hours a week Jan. 1 under terms of the existing contract, will by itself cost the city an additional \$480,000, the equivalent of 24 firemen, Mr. Porter said.

The administration acknowledges that there is a contingency plan in the event of a work stoppage but no one will discuss it.

Strike OK Seems Likely In Vote By City Unions

Mediators Make Last-Ditch Effort To Settle Contract

Members of three of the city's four major employee unions appeared to be voting decisively Friday night to authorize a strike if an agreement is not reached with the city by midnight tonight.

The ratification votes came in meetings of Local 7 of the American Federation of State, County and Municipal Employees, Teamsters Local 20, and Fire Fighters Local 92.

The Teamsters and fire fighters also have meetings set for today for members not able to attend Friday's meetings. The Toledo Police Patrolmen's Association is conducting two ratification meetings today.

Last-Ditch Effort By Mediators

Federal mediators are making a last-ditch effort to help settle the contracts. It was learned that mediators Donald Power and William Miller are to meet with the unions, city negotiators, and members of City Council today in the Hillcrest Hotel.

Union officials attended each other's meetings Friday night and stressed unity should a strike be called.

Charles Hendrix, AFSCME's regional director, told fire fighters at their meeting that the unions should go out together and stay out together in the event of a strike.

Members of AFSCME Local 7, the largest of the four unions, with 1,380 members applauded at their Sports Arena meeting each time union officials mentioned a strike.

Final results of the ballot box vote were not known late Friday, but Local 7 President Bill Endsley said "I don't think there's any question whatsoever" that the vote was authorizing a strike.

Mr. Endsley said about 700 members attended the meeting, and others voted later at union headquarters.

Teamsters Reject 'Final' Offer

Teamsters meeting at their union hall unanimously decided in a stand-up vote to reject the city's "final" offer and to authorize a strike. More than 180 attended the meeting.

"I've been here 26 years and I've never seen this type of unanimity in this local," Business Agent Bob Lemle said.

Fire Fighters President John Brancheau said that the results of ballot voting of his 540 members will not be released until after today's meeting.

But he said that his members voted by a 93 per cent majority about a week ago to give their negotiating team the power to call a strike, and added, "I would think the vote would be similar tonight."

Union leaders at the meetings Friday made preparations for a strike.

AFSCME officials asked for volunteers with CB radios, while Teamster members were given printed picketing instructions.

Ready To Ignore Court Orders

Mr. Lemle, who has been handling Teamsters negotiations with the city, said that his members were prepared to ignore back-to-work orders by judges should the unions decide to strike.

Mr. Hendrix agreed. "Once we go on strike, the only way to call them back is to get a settlement."

The city's contract offer on Thursday called for wage increases of 2 per cent beginning Jan. 1; 1 1/2 per cent Jan. 1, 1981, and 1 per cent Jan. 1, 1982.

The proposal also called for a dental program, uncapped hospitalization payments and some improvement in vacation time.

The city agreed to retain the cost-of-living allowances of the last contract, which call for a penny-an-hour increase for every 0.4 per cent rise in the consumer price index.

Union leaders say there are major economic and noneconomic issues that they want settled before agreeing to a contract, the most important of which is the general wage increase.

Teamsters President Threatens To Call Sympathy Strike

Teamsters Local 20 President Harold Leu threatened Friday to call a sympathy strike by Teamsters not working for the city if the administration does not move to settle its contract.

Mr. Leu did not say when he might call the strike or how long it would last, but he said many of the 8,000 Teamsters working in the Toledo area, including truck drivers, would be willing to stop work if he should ask them.

In his news conference at the Hillcrest Hotel, the Teamsters president said the administration's final proposal borders on the absurd and that the 2 per cent increase proposed for Jan. 1 would provide an average weekly increase of \$2 to \$3 for Teamsters in the water reclamation and sanitation departments in the contract's first year.

"I still feel that it can be settled," said Leu. "All I want to do is sit down and get some sort of movement."

City Workers Set Strike For Today As Talks Fail

Four Unions Include Police, Fire Fighters

Negotiations between the City of Toledo and unions representing about 3,400 city workers fell apart Saturday night, and union leaders said their members would walk off their jobs at 6 a.m. today.

The unions represent workers throughout the city, including police, fire fighters, refuse workers, and smaller units, such as zookeepers and bridge operators.

The talks broke off shortly after 8 p.m., as City Manager J. Michael Porter and his negotiating team emerged from a meeting with the unions and mediators and said that an impasse had been reached.

Officials Gather In Safety Building

After the breakdown in talks, city commissioners and directors gathered in

the Safety Building to prepare for the strike.

Mr. Porter said late Saturday that the city intends to go to court by Monday to get an injunction against walkouts in the police, fire, water, and sewage departments.

He also said that the city "may well make the first move" to get back to the bargaining table.

A check late Saturday night showed no instances of early job action.

Earlier in the day, federal mediators Donald Power and William Miller rushed from floor to floor at the Hillcrest Hotel trying to avert the strike.

Mediators Give Up After Six Hours

When their efforts ended after six hours, Mr. Power said that no progress had been made, and that they only succeeded in defining the outstanding issues. He said that major differences remain on economic and noneconomic issues.

The unions involved in the strike are Local 7 of the American Federation of State, County, and Municipal Employees, the Toledo Police Patrolmen's Association, Fire Fighters Local 92, and Teamsters Local 20.

The 163-member Police Command Officers Association decided at a meeting Saturday night to go back to the bargaining table.

But Tom Purcel, the group's president, said that when he returned to the Hillcrest Hotel, he did not find any city officials to negotiate with.

Talks With Mediators

He said that he talked with the mediators and with William O'Connor, the city's commissioner of employee relations, who said he was going home.

Mr. Purcel said that he did not know what action his members would take, but he added that some might be reluctant to cross picket lines of other unions.

The police command officers rejected the city's contract offer Thursday, but had not taken a strike vote as of Saturday night.

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City Workers Set To Strike

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The striking unions rejected an offer by the city to take the matter to the Labor-Management-Citizens Committee.

Another union, AFSCME Local 2058, which represents supervisory employees, has set a ratification meeting for today, and union officials said they would recommend rejection.

The city did not change its offer made Thursday for general wage increases of 2 per cent beginning Jan. 1; 1.5 per cent Jan. 1, 1981, and 1 per cent, Jan. 1, 1982.

AFSCME Regional Director Charles Hendrix, speaking for a coalition of the unions, blamed Mayor Doug DeGood for the breakdown, saying that he was "calling the shots" to Democratic members of City Council.

"We think he is of the opinion that it is politically popular to force city unions out at this time."

At the request of the federal mediators, the mayor and members of City Council were to be at the talks at the Hillcrest Hotel. Council must approve any final settlement with the unions.

But Council's only Republican, Andy Douglas, did not meet with the other members, saying that he had not been invited to the meeting.

Mayor DeGood said that Mr. Porter was supposed to call Mr. Douglas, but the city manager said that he got the message confused.

The mediators met in a closed session with the Democratic Council members, but the councilmen remained out of sight throughout the day and were not available for comment during the talks.

Ohio's open meeting law states that meetings of public bodies must remain open unless their members vote to go into executive session for a reason specified in the law.

Mr. DeGood said that the closed meeting was legal because labor negotiations were discussed.

Representatives of the striking unions said that they would remain on strike until a settlement is reached with all involved.

In ratification meetings Friday and Saturday, the four major unions voted by majorities of at least 90 per cent to authorize a strike.

John Brancheau, president of the fire fighters, said that his members voted 414 to 7 to approve a strike.

Gary Dunn, president of the TPPA, said that his members voted 406 to 3 to reject the city's last offer and to authorize a job action.

The vote at Teamsters Local 20 was unanimous Friday and Saturday to reject the city's offer and approve a walk-out, according to Business Agent Bob Lemle.

AFSCME Local 7 did not release a breakdown of its vote, but President Bill Endsley said that 90 per cent of his members who voted approved a strike.

A sticky issue in the strike is the role of 24 fire and 20 police men who are on probation because they began serving the city during the last year.

Mr. Dunn and Mr. Brancheau said that both groups have been informed by their respective chiefs that they would be fired if they joined a strike.

But both union leaders also said that they would not return to work without a new contract and amnesty for their new members.

District Chief Paul Day said Saturday that the 19-member fire chiefs' association reached a tentative agreement with the city Friday.

A check by Blade reporters late Saturday night found no instances of early strike actions by city employees.

A supervisor at the water reclamation department said that the sewage operations were at full strength late Saturday night and that no workers had called in sick.

Shift Capt. Larry Dyal said that the midnight police shift was at full strength, with no unusual number of absences.

Checks of various fire stations showed that fire fighters were still on the job.

Ted Reams, the city's information director, said that available police and fire command personnel were to work extra hours. He also said that fire and police mutual aid pacts with surrounding communities were to be in effect.

City Manager Porter said that all non-essential city services will be halted during the strike.

Mass Worker Walkout Unprecedented For City

Toledo has had strike threats before, and one major work stoppage in late 1966, but it has never experienced a walkout of all its municipal employee groups at once.

A key reason for that was the practice until the mid-1970s of conducting separate negotiations with police and fire organizations — a procedure that was instrumental in bringing on a massive walkout of public employees in 1966.

Police and fire groups had talked of mass resignations and walkouts in the fall of that year, after other employee groups already had settled their contracts.

The police and fire agreement, resolved after a 75-day dispute, included a 4 per cent increase in 1967 that was not tied to a payroll income tax increase.

AFSCME Staged Walkout

Because of the additional 4 per cent, Local 7 of the American Federation of State, County, and Municipal Employees union staged a walkout of its 950 members on Dec. 28, 1966.

Union officials said that the picketing

was a protest demonstration, not a strike, but the administration, under the leadership of City Manager Frank Backstrom, invoked the Ferguson Act.

Picket lines were honored also by some 300 members of the Teamsters Union, Local 20.

Citizen volunteers were called in to drive salt trucks during the four-day strike that happened to coincide with rain, sleet, ice, and generally severe wintry weather.

The volunteers were accompanied by a patrolman in each truck for protection.

Refuse collections also were halted for three days.

Numerous Arrests Made

There were numerous arrests during the work halt, among them Charles Hendrix, now AFSCME regional director, who was placed under \$50,000 bond before being released from jail.

The walkout ended Jan. 1, and the city administration agreed, on recommendation from the Labor-Management-Citizens Committee, to drop all Ferguson Act proceedings.

Since that time, the only job actions of

City Has 3,682 Persons On Payroll

The total number of city employees (according to personnel statistics in the 1979 city program budget) is 3,682 — almost 40 per cent of them in the police and fire divisions.

The largest division is police, with 791 persons, including uniformed and non-uniformed members. The fire division has 579 persons.

The water reclamation division is the third largest grouping, with 301 employ-

ees, followed by the water division with 289.

The solid waste division, board of health, and the division of streets, bridges, and harbor each carry a workforce of about 200 persons.

The department of community development carries a total of 181 persons, including 44 in administration, 63 in inspection and rehabilitation, 36 in housing and relocation, 27 in renewal opera-

tions, and 11 in human resources.

Municipal court judges and the court clerk's budgets provide for a total 143 employees divided almost equally.

Of the total 3,682, pay for 258 is from Comprehensive Employment and Training Act funds. City budget officials estimate that about 2,350 persons are paid from the general fund.

First Day Of Strike Finds Toledoans Just Putting Along

For many Toledoans, the first day of the municipal employees' strike was like any other Sunday.

Although the weather probably kept some residents at home, others could be found fishing, boating, playing golf, jogging, or just driving around.

Traffic was typical for a Sunday afternoon on most major arteries and expressways, although some motorists were able to drive a little faster than normal without fear of reprisal.

Those driving past city facilities where pickets were on duty occasionally slowed down a bit to stare, perhaps not believing that firemen and others actually would refuse to work.

Refuse cans in some areas were set

out; the residents didn't realize that their trash would not be picked up today.

And for a couple of golfers at Ottawa Park, it was just a typical 18-hole day.

"I didn't think this course would be open today," a reporter commented as the twosome bagged their woods at the 11th tee.

"Oh, it's always open, rain or shine," one of them replied, still gazing down the fairway at his ball, which had landed on the green.

"No, I mean with the city employees on strike and everything," the reporter continued.

"Oh, yeah," the golfer reflected, "I almost forgot about that."

Struck City Divisions Outline Fire, Police Protection Procedure

Numbers Listed For Service During Strike

The police and fire divisions are urging Toledoans to observe the following emergency procedures for essential services during the city workers' strike.

Fires

Call the fire division — 241-1221 — to report a fire. Firemen will not respond to alarm boxes.

Firemen will not respond to outside rubbish fires or to automotive fires where no structures are involved or no life is in danger.

The fire division will be unable to provide emergency medical service for the community. All life threatening emergencies should be referred to the Regional Emergency Medical Service of Northwestern Ohio (REMSNO) life squads at 241-4357.

Nonlife threatening emergencies should be referred to physicians and private ambulance companies, fire officials said.

Police

The police division will answer

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crime-in-progress calls and emergency calls only during the strike, city officials said Sunday.

Police will respond to traffic accidents where persons are injured, or when an undriveable vehicle is a traffic hazard.

Other accidents should be reported after the strike is over, police said.

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City Businesses Offered Steps To Take For Safety

Listing Of Tips During General Strike Circulated To Firms

A list of steps to take during the municipal employees' strike has been circulated among the business community by the Toledo Area Chamber of Commerce.

Tips under the heading of fire and police protection include reviewing the adequacy of insurance and manning buildings around the clock. Other tips under fire protection include:

▶ Setting up hose systems to reach

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Executive Climbs To Work

It's not often a radio broadcaster has to moonlight as a second-story man. Not unless he arrives at 5 a.m. and finds the doors jammed shut, that is.

When Phil Williams, executive producer of WGTE-FM, arrived this morning at the Renaissance Municipal Building, at 415 North St. Clair St., which houses the offices of WGTE-FM and Channel 30, he found the doors' locks full of grease and jammed shut. The Renaissance also houses the city water division, whose employees are on strike.

"The union picketers were very helpful," Mr. Williams said. "They didn't try to impede progress. I just couldn't get in."

At 5:50 a.m. Mr. Williams phoned Robert Smith, vice president and general manager of WGTE-TV and WGTE-FM, and told him of the predicament. Mr. Smith arrived about 7 a.m.

WGTE-FM was scheduled to go on the air at 6 a.m. But at 6 a.m. Mr. Williams, who was substituting for vacationing Bill Engelke, was still outside the building. And so were the pickets.

"The pickets were not keeping us from entering the building," Mr. Smith said. "There was no way to get in the two main entrances so we went up the fire escape."

At 7 a.m., Mr. Smith, accompanied by Mr. Williams and Tom Paine, WGTE-FM station manager, took the WGTE van around the back of the building to the fire escape.

"Bob stood on top of the van and pulled down the fire escape ladder,"

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July 4 Festivities Called Off By City

All festivities connected with the July 4 celebration in the city have been canceled because of the municipal strike, Ted Reams, city spokesman, said.

Mr. Reams said there has "been some thought" of rescheduling the fireworks display and other activities such as entertainment and a street fair, but that there has been no decision on the matter.

Mr. Williams said. "Then Tom climbed up to the fifth floor and went into the TV studio and then down to our offices on the fourth floor." Later they opened a side door for other employees.

WGTE-FM was broadcasting shortly afterwards. WGTE personnel were being allowed in the building following negotiations with union members, Mr. Smith said.

"Chuck Hendricks instructed his people that Channel 30 and WGTE-FM personnel are allowed to come and go with identification," Mr. Smith said.

By 10 a.m. Monday morning, conditions were returning to normal as employees made their way into the offices through the side door.

"We expect to continue normal operations," Mr. Smith said.

The doors to the Renaissance Building remained locked with the main door chained shut. The doors to the Press Club, which is located in the basement of the building, were also chained shut, Mr. Williams said.

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Health Agencies Closed

Other Aid Available For Persons Using Clinics

The Toledo health department headquarters and housing bureau are to be closed during the strike, the department announced Sunday.

Health Commissioner Richard Wenzel said that only eight administrative personnel and workers willing to cross picket lines were expected to be on the job today. The department normally employs about 200.

Patients who normally use the department's clinics are being advised to go to nearby hospitals for aid, while dental patients needing emergency care are to contact the Toledo Dental Dispensary, at 2238 Jefferson Ave.

Lucas County drug-abuse clinics also are to be closed, and housing and environmental inspections are to be suspended.

Persons who need validation stamps for international immuniza-

tion certificates can go to the county health department during the week, and those persons going overseas and needing immunization against yellow fever are to contact Marathon Oil Co. in Findlay, O.

The department said that dairy-food deliveries of the Women, Infants, and Children supplementary feeding program are to continue, as are essential nursing services for the care of the homebound sick.

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Keep Refuse Stored Securely, City Says

City officials announced Sunday that regular city refuse collection had been indefinitely suspended as a result of the strike by unions representing about 3,400 city workers.

Toledo residents are advised to store their refuse on their premises in secure containers, officials said.

all parts of a building, even garden hoses, with controlled spray nozzles.

▶ Placing fire extinguishers in strategic locations.

▶ Remaining at a telephone after the fire department is called because the department is likely to call back and confirm that there is a fire.

▶ Drilling employees in a fire-fighting plan, assigning duties, and testing equipment.

▶ Making sure sprinkler systems are functioning properly.

▶ Extending patrols and fire-fighting plans to include adjacent buildings that are vacant or unguarded.

▶ Establishing mutual aid and patrol plans with neighbors.

▶ Watching the outside as well as the inside of buildings, particularly at night.

In the absence of police protection, the chamber list recommends:

▶ Lighting buildings well inside and out.

▶ Taking notes on suspicious persons and cars and avoiding a call to police unless certain a crime is being committed.

▶ Checking the adequacy of fences and security systems.

▶ Setting up cooperative patrols with neighbors.

▶ Taking valuable items out of display windows.

For medical emergencies, the list advises:

▶ Having a first-aid kit and manual on hand.

▶ Keeping at least one person on each shift who is trained in resuscitation techniques.

▶ Discussing emergency treatment with neighbors.

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Mayor Hospitalized; Collapsed After Talks That Lasted All Night

Mayor Doug DeGood collapsed in the Safety Building just after 8 a.m. today.

He was taken to St. Vincent Hospital, where he was admitted in good condition to the coronary care unit.

Hospital officials said the mayor, 31, was admitted for observation.

Mr. DeGood, who had been in negotiations with city employee unions most of the night, also collapsed in December, 1978. At that time, he had been participating in all-night discussions which led to a request by Toledo Trust Co. that tax abatement for its proposed new downtown office building be rescinded.

At that time, the mayor was admitted to the hospital for several days' rest.

'Reality' Of Strike Hits Home In Old West End

By JIM YAVORCIK
Blade Staff Writer

The firemen's strike in Dayton back in 1977 left a vivid impression of the horror that can strike a community when those employees who provide protection for the basics of life walk out on strike.

Yet there was that 140-mile cushion between "them" and "us"; between reality and the electronic images of it which were flashed back to the rest of the world.

The horror still seemed distant when I was sent to a fire at a vacant house on Lawrence Avenue early today in which a neighbor attempted in vain to fight the blaze with a garden hose.

Less than two hours later, I found myself doing just that at a blaze in my own neighborhood, at 667 Virginia St.

Driving home at about 3:40 a.m., the smell of smoke was evident in the Scotwood Avenue-Virginia area. Neighbors at the scene told me the house was burning and to call the fire department.

Dragging Garden Hose

Within minutes I found myself dragging a garden hose from a neighboring apartment house to the scene of the blaze. The occupants — a mother, her two young sons, and her 82-year-old father — had escaped safely.

The family was desperate for help as the makeshift crews who were handling the city's fires had not yet arrived. Neighbors Greg Knott and Gary Miller, who had helped the family get out of the building, helped as I broke a side window and aimed the water into the blaze.

There was no way we would contain this fire. All we could do is keep wetting the area where the flames appeared. And wait.

The occupant of the building, Roxie

McFadden, said she believed a man whom she knew started the fire, since he had threatened to do so earlier in the week. Most of the visible flames seemed to be coming from inside a wall near the side door.

Situation Grew Tense

As I yielded my position to a crew who arrived at the house about five minutes after the garden hose was hooked up, the situation grew more tense. Five men pulled up to the scene shortly after the fire pumper, manned with four chiefs, got there.

The men identified themselves to Mrs. McFadden as fire fighters, and asked if anyone was trapped inside. When she replied no, they said they were going to leave.

But before doing so, they told one bystander to get the attention of a Lucas County Sheriff's deputy, who was there to assist with crowd and traffic control, so that they could "fix" the tires of the deputy's patrol car.

Another of the men walked almost close enough to a deputy to brush him. Another cursed at the deputies.

Deputy Warns Of Trouble

One of the deputies warned the bystanders that there could be trouble and went into a home at 2304 Robinwood Ave. to telephone for additional Lucas County deputy crews because their portable radios were jammed with unauthorized persons crowding the channels, he said.

The same deputy found it necessary to call again from the house, but was unsuccessful.

The phone wire to the house had been slashed.

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Strike 'Reality'

Continued From First Page

As the four chiefs began pumping water onto the blaze, and the deputies were examining the cut wires at the rear of the Robinwood house, the five men went to their auto — a red car with a white top — and parked on top of the fire hose that had been pulled from the pumper to a hydrant, slowing the flow. Neighbors helped the chiefs with setting the hose up.

There was concern by the deputies that the fire hose would be slashed, but this did not happen. After parking on the hose for a few minutes, the five men drove off.

They did not return.

District Chief Stanley Kozlowski, who was at the scene, confirmed that there were fire fighters following the fire rigs

around during the night. He did not identify the five men as fire fighters.

He said the men following the fire trucks were checking at the scenes of the fires in order to help if a life-saving situation would arise, "but they will not fight a fire."

Chief Kozlowski said the fire on Virginia Street probably could have been contained a little earlier if there were fresh and younger fire fighters available. The chief noted that he hadn't "pulled hose" or aided in such activity usually handled by the nonsupervisors for at least 12 years.

The fatigue was evident on the faces of the other chiefs fighting the blaze.

But the occupant, Mrs. McFadden, could not understand why senior officers were catching their breaths as she watched the blaze burn up to her attic.

"They ought to give these firemen any damn thing they want," she said.

Damage estimates for the house were not available.

Safety, Fire Protection Tips Offered

Chamber Circulates List To Businesses

A list of steps to take during the municipal employees' strike has been circulated among the business community by the Toledo Area Chamber of Commerce.

Tips under the heading of fire and police protection include reviewing the adequacy of insurance and manning buildings around the clock. Other tips under fire protection include:

- ▶ Setting up hose systems to reach all parts of a building, even garden hoses, with controlled spray nozzles.

- ▶ Placing fire extinguishers in strategic locations.

- ▶ Remaining at a telephone after the fire department is called because the department is likely to call back and confirm that there is a fire.

- ▶ Drilling employees in a fire-fighting plan, assigning duties, and testing equipment.

- ▶ Making sure sprinkler systems are functioning properly.

- ▶ Extending patrols and fire-fighting plans to include adjacent buildings that are vacant or unguarded.

- ▶ Establishing mutual aid and patrol plans with neighbors.

- ▶ Watching the outside as well as the inside of buildings, particularly at night.

In the absence of police protection, the chamber list recommends:

- ▶ Lighting buildings well inside and out.

- ▶ Taking notes on suspicious persons and cars and avoiding a call to police unless certain a crime is being committed.

- ▶ Checking the adequacy of fences and security systems.

- ▶ Taking valuable items out of display windows.

For medical emergencies, the list advises:

- ▶ Having a first-aid kit and manual on hand.

- ▶ Keeping at least one person on each shift who is trained in resuscitation techniques.

* * *

Procedures To Follow For Fire, Police Protection

The police and fire divisions are urging Toledoans to observe the following emergency procedures for essential services during the city workers' strike.

Fires

Call the fire division — 241-1221 — to report a fire. Firemen will not respond to alarm boxes.

Firemen will not respond to outside rubbish fires or to automotive fires where no structures are involved or life is in danger.

The fire division will be unable to provide emergency medical service for the community. All life threatening emergencies should be referred to the Regional Emergency Medical Service of Northwestern Ohio (REMSNO) life squads at 241-4357.

Nonlife threatening emergencies should be referred to physicians and

private ambulance companies, fire officials said.

Police

The police division will answer crime-in-progress calls and emergency calls only during the strike, city officials said Sunday.

Police will respond to traffic accidents where persons are injured, or when an undriveable vehicle is a traffic hazard.

Other accidents should be reported after the strike is over, police said.

Police division officials announced that operations in the Safety Building are not open to the public during the city workers' strike.

Police said allowances will be made for any time limits required for filing reports and paying parking tickets. Penalties and late charges will not be assessed during strike.

City Seeks Court Order Sending Strikers Back To Work Immediately

Suit Names Six Unions, Their Officers

The city of Toledo went to court this morning seeking a temporary restraining order that would put striking city employees back to work immediately.

Named in the lawsuit filed in Lucas County Common Pleas Court are the city's six unions and their officers. The unions involved in the strike are American Federation of State, County, and Municipal Employees Locals 7 and 2058; Toledo Police Patrolmen's Association Local 10; Firefighters Local 92; Teamsters Local 20, and Toledo Police Command Officers Association.

The lawsuit seeks to prohibit any of the union members or officers from striking, picketing city buildings, encouraging picketing, or interfering with the duties of supervisory employees.

Seeks \$10 Million In Damages

The lawsuit also seeks \$10 million in damages and \$1 million a day for violations of any injunction which would be issued.

If a court order is not obtained, the city alleges, it will have to pay additional overtime to those not striking, salaries of other persons hired to provide protective services, and money to private contractors who will provide repair services.

In addition, the city maintains, it may suffer damages to city property as a result of the strike.

The lawsuit is assigned to Judge George Kiroff, who has been on vacation but was scheduled to return to court today. A tentative hearing was set for 3 p.m. today before Judge Kiroff.

'Bottom Line' Proposal

Leaders of striking unions worked through the night to come up with their "bottom line" proposal in an attempt to end the first general strike of public employees in the city's history.

The proposal, which calls for increases of 4, 3, and 2 per cent for each year of the 3-year contract, was given to city administration officials shortly before 5:30 a.m., and they were to take it to city councilmen for deliberation.

Mayor Doug DeGood, apparently exhausted from the stress of negotiations, collapsed in the Safety Building about 8 a.m. today and was admitted in good condition to St. Vincent Hospital.

In an executive session of Council this morning, Councilman Andy Douglas and Vice Mayor Gene Cook were authorized to meet later today with Mr. Porter, other city administrators, and union officials "to seek a speedy resolution to the current labor dispute."

Mr. Douglas was escorted across a picket line this morning by AFSCME leader Charles Hendrix to take part in the executive session. He had been called by City Manager J. Michael Porter and also was asked by Mr. Hendrix to participate in the talks.

An announcement of the city's decision to accept or reject the proposal was expected later today, but a source close to the negotiations said that he was not optimistic that it would be accepted.

Mr. Hendrix said the proposal would cost the city about \$4 million in new money, while city officials said the estimate was closer to \$5 million.

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City Seeks To Return Strikers To Jobs

Continued from First Page

The proposal also includes a dental plan. Mr. Hendrix said the proposal is as low as it can go and still be ratified by union members.

Union officials said that their members would remain on strike until a settlement is reached.

Mayor DeGood had said Sunday night that the city was preparing to go to court today for an injunction to halt the strike if today's efforts at settlement are unsuccessful.

Law Director Frank Pizza said that the city would argue that the strike's continuation would endanger the "health, welfare, and safety of the community."

Talks, held at the federal mediators' offices in the Federal Building, began at 11 p.m. Sunday through the efforts of mediator Donald Power.

The impetus for the talks came as Mr. Hendrix threatened to take supervisory personnel out of the Collins Park water-pumping station if the city did not agree to talks with the unions. The station provides water pressure for northwest Ohio.

Mr. Porter and his negotiating team were led to the Federal Building by members of the patrolmen's union who had to escort them through picket lines.

The strike, which is the biggest municipal employees' strike in the city's history, entered its second day today, ham-

pering operations of many city facilities.

City services were reduced to the bare essentials for public safety. Refuse collection, scheduled for Point Place and East Toledo today, was halted. Police and fire units were being manned by supervisory personnel while Lucas County sheriff's deputies continued to assist with patrols. Municipal Court sessions were being held, but most attorneys were honoring picket lines at the court building. Judge Harvey Straub began holding court in the Lucas County jail after a pump burned out and the passageway between the jail and court flooded.

Pickets were set up at most city work sites, including fire stations, the Safety Building, the Davis and Renaissance buildings, Collins Park water plant, and Bay View filtration plant.

Construction was halted on the new No. 17 fire station at Central Avenue and Albion Street as crews apparently decided to honor pickets there.

Pickets blocked entrances to most city fire stations, but city officials said they did not have the personnel to deal with the blocks.

AFSCME Local 2058, representing supervisory employees, voted Sunday afternoon to join other unions in the walk-out, and the Police Command Officers Association, while not voting to strike, honored picket lines of the patrolmen's association.

No major crimes were reported in the

city Sunday or this morning, and only a few fires, two of them battled by neighbors using garden hoses, were reported.

The general strike was evident throughout the city. The zoo was closed, the Cherry Street bridge was raised at 6:30 p.m. and remained open with no one to man it, some striking police drove in front of the Safety Building with sirens blaring and picket signs on the windows, and firemen at the No. 1 station downtown played the song, "Take This Job and Shove It."

Began Setting Up Picket Lines

Members of the TPPA, fire fighters, Teamsters, and public employees unions began setting up picket lines about 6 a.m. Sunday.

AFSCME Local 2058 voted by a 70 per cent majority to join the strike, according to Len Suska, the local's president. He said that more than half of his members took part in the vote, and that some were working at the time.

Police and fire crews responded only to emergency calls, as both divisions were operating with drastically reduced personnel.

Ted Reams, the city's information director, would not say how many police and fire officials were on the job, but it was learned that no more than 21 were on duty at any one time.

Sheriff's deputies normally have five cars on patrol in the county, but nine two-man crews were on the streets overnight with deputies working 12-hour shifts.

Deputies said that there were 11 arrests overnight, 9 for breaking and entering and 2 for criminal trespassing. The latter incident involved two persons who were on the roof of the Lion Store at Southwyck shopping center. Four of those arrested were lodged in the county jail and four others, juveniles, were lodged in the Child Study Institute. Three prisoners had to be taken to the Maumee city jail because glass and nails strewn about the driveway leading to the jail prohibited patrol cars from entering.

City police reported that two men driving in front of the Safety Building about 3 a.m. today were stopped and forced from their auto by a group of pickets who beat one of them and allegedly took \$44 from the other.

Douglas Mathews, 22, of 2330 Hiddenbrook Dr., and his passenger, Jeffrey Fought, 22, of 3143 Romaker Rd., said they had been poured on them by the men. Police said Mr. Mathews was struck in the face twice and that Mr. Fought discovered \$44 missing after he was searched by the men.

Police also reported that a Michigan man who refused to give his name told them he was threatened with a gun by a man who discovered him turning off fire hydrants. The man said he had turned off about 26 of the hydrants before he was threatened.

TPPA union officials said that no patrolmen, including the 20 members of the police class sworn in Friday night, crossed their picket lines during the day.

Traffic in the city was hampered by a number of lights which were out at such intersections as Airport Highway and Reynolds Road and Bancroft Street and Franklin Avenue. The closing of the Cherry Street bridge caused TARTA to alter several of its East Toledo routes via the Anthony Wayne bridge, resulting in delays of three to four minutes.

Vote Not To Cross Lines

The members of the new police class voted Saturday not to cross the lines, in return for backing by the TPPA to preserve their jobs once the strike is settled, The Blade learned.

The rookies, as probationary employees, are not protected by collective bargaining agreements for the first year, and city officials had expected the 20 to work during the strike.

A police picket line was set up around the Lucas County jail because, pickets said, it is possible to enter the Safety Building through a connecting tunnel.

Fire fighters union officials reported that 27 firemen were on the job, most of them chiefs. Regular fire radios were not used, and union President John Brancheau said that those working at three stations were being informed by telephone of any fires.

Mr. Brancheau said that the union had four radio-equipped vans roaming the city with "the best men we've got" in order to help out in any life-endangering situations.

But he said that the city's decision not to use the regular fire radios rendered the vans practically useless, as the strikers could not be informed of fires.

Only Emergency Squads Operating

The only emergency squads operating Sunday were those Regional Emergency Medical Services of Northwest Ohio (REMSNO) units which normally are stationed outside Toledo and a unit temporarily stationed at St. Vincent Hospital.

Pickets used a private van to block a life squad unit at No. 1 station, at Orange and Huron streets downtown, and the emergency lights on another truck at the same station were turned on Sunday evening. By daylight today, the battery on the truck was weakening to the point that the lights would barely revolve.

Meanwhile, it was confirmed over the weekend that two fire chiefs had retired.

Deputy Chief Carl Goetting, assistant to Chief Carl Neeb, said that he is resigning effective at the end of the day today. He had been on the city's negotiating team, but he said that he had stayed on past his original retirement date.

District Chief Charles Kolasinski said that he has notified the chief of his retirement, but did not reveal his reasons.

Surrounding fire departments which have mutual aid pacts with Toledo reported that they had not been called into the city to assist on any fires.

Officials Reluctant To Talk

Union officials were reluctant to talk about their new proposal, but it was learned that it includes a general wage increase, effective July 1, the fire fighters kept their demand that pumper crews not be reduced from four to three men, and that Teamsters had not approved immediate layoffs.

Bridge Operator, Family Reported Target Of Threats

The Cherry Street bridge was opened about 6:30 p.m. after reports that threats by picketing union members were directed at the operator and his family, according to Mr. Reams.

He said the operator was alone at the time, and had been working the bridge since 12:01 a.m. Sunday.

There had been two supervisors working the bridge earlier, but Mr. Reams said that one decided to leave the job when he heard of the strike vote of the supervisors' local Sunday afternoon.

Mr. Reams said that the city decided to remove the lone operator and leave the bridge open, as navigable waterways have the right of way.

Water-Pumping Station Employees Asked To Leave

AFSCME members also went to the Collins Park water-pumping station to try to persuade employees to leave.

Mr. Hendrix said that about a dozen workers left the job. Water Commissioner Ed York said that 26 persons were in the buildings before anyone left.

There was some concern that the station would have to be closed, but Mr. Reams said later that an agreement was reached with the union to keep the station in operation with minimal staffing.

The plant is being manned by 25 supervisory personnel. Mr. York said that he foresees no immediate problems in operating the plant with those on hand.

About 10 pickets were at the plant this morning.

Thirty pickets, all members of Teamsters Local 20, were at the Bay View Park filtration plant this morning.

Ample Food On Hand To Supply Zoo Animals

Philip Skeldon, zoo director, said the zoo has ample food on hand for the animals for some time, and that supervisory personnel stayed on duty Sunday to feed the animals. He said he does not know what will happen if the supervisors fail to report for work today.

Erie St. Blocked In Front Of Safety Building

Pickets blocked Erie Street at Jackson Street in front of the Safety Building late Sunday with a garbage truck and emergency flares, and at one point, pickets were driving cars and motorcycles on the sidewalks near the Safety Building.

Court Cases To Lack Police Officer Witnesses

Judges in Toledo Municipal Court will be evaluating independently each case before them today to determine whether to continue or dismiss trials and hearings in which the police officers fail to appear as witnesses.

Presiding Judge Francis Restivo said that there will be no hard and fast policy set for handling the cases, except to move forward as many as possible.

The judge did not expect too much of a problem with criminal arraignments because there were few arrests made over the weekend within the city.

The bail guidelines will be liberally applied to those incarcerated defendants arraigned today, to avoid keeping them in jail for an excessive period prior to trial, Judge Restivo said.

He noted that although there are statutory time limits as to when the trials and arraignments must be held, it would be up to defense attorneys to raise the objections, if any lengthy delays occur.

Jerome Phillips, city prosecutor, said that as a matter of course, the prosecution will ask for continuances if the police who are subpoenaed as witnesses do not show. It will be up to the judges to decide whether the officers should be cited for contempt of court, or whether to allow or deny the continuances, he said.

There may be some minor traffic cases in which the prosecutors will not ask for continuances if the delay causes a serious inconvenience to those defendants who are in court for their trials, Mr. Phillips noted.



Rhodes Told Of City Strike

Ashley Sends Message To Governor In China

By Blade Washington Bureau

WASHINGTON — Toledo Congressman Thomas L. Ashley sent a message to Governor Rhodes in China Sunday night advising him of the Toledo strike by city employees and urging him to give "priority attention" to it.

Mr. Ashley said he relayed the message to the governor through the office of U.S. Ambassador Leonard Woodcock in Peking.

The message said "3,500 city of Toledo employees on strike, including police and fire personnel. Water treatment facilities seized and sewage treatment threatened. Serious violence possible. Ohio National Guard advised and monitoring situation. Urgently suggest your priority attention."

Mr. Ashley said he sent the message after conferring by telephone with Toledo Mayor Doug DeGood. The congressman said he thought it was a good idea to advise the governor of the situation, because there are questions as to whether the lieutenant governor has the authority to order the national guard into the situation if it becomes necessary.

Maj. Gen. James Clem, state adjutant general, has been in Toledo since early Monday assessing the situation.

Water treatment facilities were never seized by striking employees, but Charles Hendrix, regional director of the city employees union, requested that all his members who are plant supervisors leave the plant late Sunday.

Mr. Hendrix later agreed to leave two union members in the plant with non-union personnel.

Night Without Policemen Is Night Of Terror For One

Prowler Talks To Resident While Trying To Enter Old West End Apartment

By JANET COOKE

Blade Staff Writer

Before yesterday, I never entertained the notion of what it might be like to live in a city without police protection. But such thoughts floated in and out of my mind late last night as a prowler did his best to break in to my Old West End apartment.

It was shortly after midnight.

I had just finished a telephone conversation with a friend, assuring him that I was perfectly safe, and not really worried about the lack of police services. I had told him that I was more concerned about the fires which had given my neighborhood the eerie appearance of a city under siege.

Man's Voice Enters Room

The smoke in the air had made me restless, so I turned on the TV and opened a couple of windows. As I settled in to watch the late movie, I heard a noise at the windows and when I turned off the lights and headed toward the sound, a man's voice wafted into the room.

"You look lonesome, honey," the intruder said. "I think I'll just have to come in and keep you company."

I slammed the window and locked it.

The man moved to the window at the other end of the room and said "you'd better call a cop or something."

I closed the second window and raced to the kitchen phone. I knew that there were no police to be called, but I planned to alert the building manager and then call my dad.

Telephone Line Dead

The line was dead.

I would learn later that the large number of fires in the area had caused some interruption of telephone service.

I knocked on the wall between my apartment and the one next door. No response. I pounded on the floor, hoping to alert the manager, who lives directly below me. Nothing. As I headed for the front door, I heard the voice again.

"I'll meet you on the porch," he said.

How was he watching me? The shades were drawn.

As I headed toward the windows again, I heard footsteps on my back porch. The doorknob twisted. I was terrified.

I knew that the deadbolt lock was secure, but still, I panicked. I put a chair against the door and grabbed a brass candlestick. The prowler assured me that he could wait. I looked through the peephole, and found that he was indeed, sitting on the porch.

Memorizing Intruder's Appearance

I sat down with my back facing the door and began to memorize the intruder's physical appearance — something my father had constantly reminded me to do if anyone ever tried to attack. I thought about my parents, and I began to cry.

By then, it was about 2 a.m. I heard another noise on the back porch, and looked through the peephole just in time to see the man making his way down the steps, muttering obscenities as he went. I waited for about a half hour and then decided to go to bed, but I couldn't move away from the spot where I'd been sitting. I fell asleep on the floor.

At 7 a.m., the telephone jarred me from a fitful sleep. It was my mother.

"Well kid," she said with her usual morning cheeriness, "they're going back to work. It's all over."

And so was the longest night of my life.



— Blade Aerial Photo by Don Straver

FOUNDATIONS, CHIMNEYS ARE SOLE REMAINS OF LINWOOD AVENUE HOUSES
Five residences gone, but fire still consumes dwellings facing Bancroft Street

Buildings Blazing Unchecked Force Bancroft Area Residents To Flee

Vacant Houses Reduced To Rubble As Arsonists Hit

By ED WILLS
 Blade Staff Writer

After fires in the Bancroft Street-Linwood Avenue area had burned down to embers, residents of the neighborhood hurriedly packed whatever possessions they could, in whatever transportation that they could find, so they would be out of the area by nightfall.

The word was out that all of the unoccupied homes would be reduced to rubble by morning and the residents didn't want to find out if arsonists could tell an occupied structure from an unoccupied one.

At least 15 buildings burned to the ground Monday in a one-block area bounded by Bancroft, Linwood, Beacon, and 14th streets.

Several other buildings on the fringe of the area, just outside the downtown area and about a half-mile from the Safety Building, where pickets were concentrated, also were burned.

Calls To Vacant Buildings

Fire dispatchers said they had received about 30 legitimate calls between midnight Sunday and early this morning, the majority to vacant dwellings in the Bancroft-Franklin area. Dispatchers reported receiving few false alarms.

Approximately 20 fire chiefs have been on duty since 11 p.m. Saturday, attempting to handle calls where there is a life-threatening situation. Fire dispatchers said attempts were being made to enable the chiefs to rest by allowing

four men to stay while the others went out on calls.

Fire equipment housed at Station No. 7, at the corner of Bancroft Street and Franklin Avenue, was moved Monday morning after striking fire fighters picketing at the station reported receiving threats to damage the equipment and the station, dispatchers said.

Deputies Called To Fire

Two Lucas County sheriff's deputies were called to the fire station in an attempt to maintain order.

Unoccupied houses outnumber occupied houses about three to one along Linwood Avenue, which looked as though it had been bombed.

Boys played dangerously close to the burning embers as they asked why the firemen hadn't come.

Traffic on Bancroft was slowed after the front wall of a building collapsed into the street, blocking a lane of traffic.

The debris from the building created a dangerous situation as no barricades were immediately erected, and drivers had to swerve or stop suddenly to avoid hitting the remnants of the wall.

Toledo's sparkling clean Bancroft-Kent Community Center, which was opened in April, stood only a few feet away from the dying embers.

Separated Only By Fence

Only beefed-up security and a chain link fence separated the 96-unit Woodruff Village housing development from the fires, and "fences don't mean much," a concerned security guard said.

Eddie Brogan, of 2121 Linwood, described the situation as "awful." He and volunteers placed many of his belongings near the curb.

Mr. Brogan was forced to leave many of his possessions behind, including a stove and refrigerator, when he left Monday afternoon, but he said he was ordered out by Lucas County sheriff's deputies who told him that he would be risking his life if he stayed.

He was able to stay with friends. Several other persons were cared for by the Northwest Ohio Chapter of the American Red Cross.

Many homes in the area were without electricity and gas because of the fires.

Volunteers Aid Evacuation

Emma Shauf, of 2113 Linwood, was reluctant to leave her home of 40 years, but she did so at the insistence of volunteers who aided residents in leaving.

One of the handful of volunteers who showed up was Morris Lockett, of 1219 Brookview Dr., who brought along his pickup truck.

"I just did it because it needed to be done," Mr. Lockett said.

Once he arrived, Mr. Lockett was able to get a crew of neighborhood youths to help with the loading and unloading.

When darkness fell Monday, several more homes in the area went up in flames.

Little assistance was offered by already strapped fire crews, aided by what volunteers could be mustered from among bystanders.

Crowds lined the streets, watching the houses burn, unable to do much more. And traffic was heavy, even at 4 a.m., as the curious turned out to drive around and watch their neighborhood burn.

There was nothing else they could do.

Neighbors Help Keep Damage In Home Fire To Minimum

Neighborhood residents who spotted a fire and quickly began dousing it with water hoses are being credited with keeping damage to a house at 311 West Oakland St. to a minimum.

Deputy Fire Chief Forrest Myler said that the residents did a good job of containing the blaze until firemen arrived.

He said the blaze that began about 11 p.m. Monday looked as though it started in the wiring in a rear bedroom, but his makeshift crew was so busy that they were just putting the fires out and moving on without worrying about what caused them. No damage estimate was available.

Neighborhood residents said that they found a rear door to the house open.

Plaza Hotel, 4 Adams Street Buildings Burn In Rash Of Fires

Fires early today destroyed a portion of the former Plaza Hotel on Monroe Street, three buildings in the 1300 block of Adams Street, and a home in the near South End after firemen there had to leave the scene to report to another fire.

Five Holland firemen who were called to a blaze in Toledo under the mutual aid pact were injured.

The fires capped a night of blazes in various parts of the city. Houses were

destroyed in a block bounded by Bancroft and Beacon streets and Linwood and Franklin avenues, near the picketed No. 7 fire station at Bancroft and Franklin. A building was destroyed in the 800 block of East Broadway, as was a vacant three-story apartment house in the 200 block of Euclid Avenue, and a duplex on Park Street, in the Lagrange Street-Central Avenue area.

At the Plaza, a private security guard said that about 60 men approached the guards about 6:30 a.m. today and took their radios. He said the men entered the grounds and broke windows in several autos, overturned a van, and threw a firebomb into the building.

Witnesses from the area reported hearing as many as three separate explosions.

By 8:30 a.m. the portion of the hotel complex at Scottwood Avenue and Monroe was heavily involved and was being fought by fire units from Maumee, Neapolis, Sylvania Township, Whitehouse, and by chiefs from the Toledo department.

Two trucks arrived from Toledo, two from Sylvania Township, and one each from the other departments.

Four regular Toledo firemen reported to the fire, but did not participate in fire-fighting activity. One of those men said they were "awaiting orders." The firemen left the scene shortly after 9

a.m., before the fire was under control.

By 9:30 a.m., units fighting the fire had begun to quell the flames. The roof of the structure had collapsed, the interior was destroyed, and witnesses said walls seemed about ready to collapse.

More than 200 persons gathered to watch, many with cameras, as the Toledo landmark burned. The hotel complex was in the process of being redeveloped by the Klingbell Management Group, of Columbus. The renovation involved demolition of one of the six buildings in the Plaza complex.

At the Toledo Museum of Art, opposite the Plaza, workers were stationed on the roof to insure that the museum was not endangered, but a spokesman said smoke was not blowing towards the museum. The museum did not open because Monroe and Scottwood were closed. Police rerouted traffic around the area of the blaze.

Striking Firemen Confused About Reporting To Work

At the Adams Street fire, four pumpers — two from Toledo, and one each from Springfield and Monclova townships — fought the blaze while several of the striking Toledo firemen were confused as to whether they were to report back to work.

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— Photo by Bruce Sinner, Blade Photo Director

MONROE STREET LANDMARK GOES UP IN FLAMES
Fire fighter readies hose as blaze sweeps Plaza Hotel

Rash Of Fires Hits City

Continued from First Page

The fire originated in a vacant two-story building in the middle of the block and spread toward both 13th and 14th streets. Among the occupied structures damaged were the Hob-Nob Cafe, operated by Toledo City Councilman Leo Puccetti, and the Middle Bar. Two occupied apartments are above the Hob-Nob. Sheriff's deputies evacuated the occupants uninjured.

At one point, the blaze threatened to damage at least four other buildings, firemen said.

The sheriff's deputies handled the large crowd attracted to the fire, and were replaced just after 6 a.m. by six Toledo command officers.

The fire continued to smoulder this morning, but was under control. Units from suburban departments remained on the scene.

Near South End Duplex Fire Ignited By Neighboring Blaze

The near South End fire, which began about 7 a.m., involved a two-story duplex occupied by Mr. and Mrs. Rick Frusher and Mr. and Mrs. Jerald Cox, at 220 Bloomfield St.

The fire was apparently started by sparks from a blaze at a vacant house next door that had been burning since about 4:30 a.m.

Fire units responded to the fire, but were followed by about six picketers in a van and two cars. When the firemen began fighting the blaze, along with neighbors using garden hoses, the pickets began threatening the firemen fighting the fire.

Neighbors finally drove away the picketing officers.

Other people living in the neighborhood used garden hoses to keep the fire from spreading to their homes.

The units that were fighting the blaze were eventually called from the scene to go to another fire, leaving neighbors to fight the blaze alone.

The home, which was owned by James Odneal, 2805 Collingwood Ave., was destroyed. Mr. Odneal said it was not insured.

As a result of the fire, neighbors are planning a demonstration to protest the situation. "The mayor should get help before this gets out of hand," Lyle Farrell, 116 Segur Ave., said. "We would like some consideration, too."

Holland Firemen Treated For Smoke Inhalation

The firemen from Holland were treated for smoke inhalation after fighting a blaze at a vacant home in the 1600 block of Primrose Avenue shortly after 5 a.m.

Holland officers said the fire left the home badly damaged, but no other details were available.

The injured firemen were treated at Flower Hospital.

Park Street Family Saved From Blaze By Neighbor

A Park Street couple and their four children narrowly escaped from their burning home early today when neighbors broke into the house to alert them while they slept.

Mr. and Mrs. Charles Brown, of 26½ East Park, near Lagrange Street and Central Avenue, and their children, ages 8, 7, 4, and 3 months, rushed out of their home minutes before it was engulfed in flames.

Fire fighters from Washington Township and Oregon responded in the absence of Toledo firemen, who remained on strike. Neighbors said the fire crews, which responded under a mutual-aid contract with the city of Toledo, arrived about an hour after the fire was discovered.

Carried Youngest Child

The blaze was first seen by Cruz Ruiz from his home across the alley, at 29 East Central Ave. The fire started on the back porch, he said.

Mr. Ruiz said he ran to the burning house and began pounding on doors and windows in an attempt to alert the residents. When he received no response, he broke down the door to the couple's apartment.

By that time, another neighbor, Mary Mikolajczyk, of 42 East Park, had arrived and followed Mr. Ruiz into the house and upstairs to where the family was sleeping.

Mr. Ruiz, who suffered cuts to his fingers while breaking in, carried the youngest child outside while Mr. and Mrs. Brown led the others to safety.

"If we'd had a fire hose, we could have put the fire out," Mr. Brown said, and his statement was backed up by Mr. Ruiz.

By the time firemen arrived, the fire was out of control. Fire officials said the structure was destroyed.

Suspicious Of Its Origin

Minor damage was listed to the two adjacent houses, and several residents of nearby houses used garden hoses in an attempt to keep the fire from spreading to their homes.

Officials had not determined the cause of the fire early today, but neighbors were suspicious of its origin.

Another resident of the building, Cora Haygood, was in the hospital at the time of the fire. A third apartment was vacant. The building is owned by Sara Crawford, of 2216 Michigan St.

The Browns said they planned to stay with relatives. Asked if the family was able to save any possessions, Mr. Brown said: "Just the pants I got on. That's about it."

Fire Destroys Vacant East Toledo Building

Fire destroyed a vacant three-story apartment building in East Toledo early today.

The building, at 227 Euclid Ave., near Second Street, burst into flame about 2 a.m., moments after a neighbor heard a car speed away from the scene.

One nearby resident, Gary Krohn, said that he had stayed awake the last two

nights, expecting someone to set fire to the wooden apartment building, which had been vacant about a month.

Suburban Crews Assist At East Toledo Building

Fire crews from Oregon, Jerusalem Township, and Ottawa Hills battled a blaze in the 800 block of East Broadway around 5 a.m. today, substituting for weary Toledo firefighters.

The two-story structure was not occupied and firemen concentrated their efforts on wetting down nearby occupied buildings. First reports from the scene incorrectly indicated that the second floor apartments were occupied.

Lucas County sheriff's deputies said they believe the East Broadway blaze was arson. They were questioning neighbors about a vehicle that was also seen leaving the scene of the Euclid Avenue fire.

Some Striking City Employees Return To Jobs Under Injunction; Unions Studying 'Final' Proposal

Picket Lines Taken Down At Most Sites

Faced with the threat of heavy fines from a court injunction, some members of the city's striking unions began returning to work today as Toledo attempted to recover from a night of fires and violence.

Firemen were returning to work, but were refusing to fight fires. The city law department this morning advised fire command officers to order their people to fight fires once they are at the scene. Failure to fight fires, in the opinion of the law department, would be a violation of the court order.

The Cherry Street bridge, blocked to traffic since Sunday night, was lowered this morning.

Pickets were down at most city work sites, including the Safety Building.

Leaders Tell Members To Return

Union leaders told their members to go back to work after the city unofficially gave them what the city manager said he hopes is the "final settlement."

The 163-member Police Command Officers Association approved a new contract by a better than 5-to-1 edge Monday night. But it was not immediately clear how many of the other unions

would recommend ratification to their members.

John Brancheau, president of Firefighters Local 92, said he would recommend rejection of the offer to his members, but he urged them to return to work.

Teamsters Local 20 President Harold Leu said that acceptance would be recommended to his members, and officials of the American Federation of State, County, and Municipal Employees said that they expected their negotiating teams to recommend ratification to Locals 2058 and 7.

A 'Razor To Our Throats'

Gary Dunn, president of the Toledo Police Patrolmen's Association, said he did not know what would be recommended to his members. He said the injunction is a "razor to our throats."

At 6:45 a.m., he told a group of police pickets in front of the Safety Building to return to work immediately. Some in the crowd were heard to grumble that they would return to work but would not do anything.

Firemen were reporting to fires but were declining to work. Richard Hull, administrative assistant to the fire chief, said it apparently was the opinion of many firemen that they were back to vote and would withhold their services until the ratification meeting.

City Manager J. Michael Porter expressed "disbelief" at learning that much of the fire equipment was not working because of vandalism. He also said he had witnessed looting and setting of fires as he watched from the Hillcrest Hotel. However, he added, "The important thing now, rather than finger-pointing, is to regroup and get the city back running on an even keel."

Teamsters Local 20 members were told by their leaders to go home, rather than report for work, and to go instead to a ratification session scheduled for late in the morning.

Some Returned Home For Uniforms

Police officials said most officers reported for duty this morning, although some had to return home for uniforms. Officers were delayed in returning to patrols by uncharged batteries and slashed tires on both marked and unmarked cars parked across from the Safety Building.

William Bondy, commissioner of motor equipment for the city, said all 75 of his employees were working to get emergency vehicles operational. Primary problems were flat tires and dead batteries, he said. Damaged tires were being replaced with a supply of good tires mounted on rims, and damaged tires were to be repaired later.

After police and fire vehicles, refuse trucks will be handled, Mr. Bondy said.

Julius Vargo, superintendent of refuse collection, said workers were reporting this morning to look over their equipment.

If there is a contract ratification, collection will resume Thursday with pick-up on Wednesday's routes. Thursday routes will be handled on Friday and Friday routes on Saturday. Normal schedules will be resumed Monday.

Firemen Reportedly Sit On Truck

Some firemen were on the job this morning and manned pumpers at fires which had broken out earlier. At a fire at the Plaza Hotel, Monroe Street and Scottwood Avenue, firemen reportedly were sitting on a truck saying that they were waiting for "instructions."

At the Bay View Park sewage treatment plant, pickets had disappeared by 7 a.m. and workers were beginning to return to work. At the Collins Park water plant, Water Commissioner Ed York said operations were returning to normal and workers had started coming in about 7 a.m.

Common Pleas Judge George N. Kiroff, who issued the injunction Monday night, said he met today with city attorneys and was told that city workers were returning.

He said about 500 to 600 persons were served overnight with copies of the back-to-work order and the remainder will be notified by mail. He said the city this morning will be checking on those who did not report for work.

With the injunction to go into effect at 6:30 a.m., the city came up with what was referred to as its "final, final offer" at 5:30 a.m., 2½ hours later than scheduled.

The late arrival of the city's proposal gave the union leaders little time to react before the injunction was to take effect. The injunction imposed fines of \$25,000 per union each day and \$2,500 per striker.

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Some Strikers Return Under Court Order

Continued from First Page

Pickets at the Scott Park District police station had vowed that they would not return to work, but a picket drove up at 6:30 a.m. and told them of the city's offer, and the policemen began returning to work, as did firemen at the No. 4 fire station on Hill Avenue near Byrne Road, who also had been told of the proposal.

At 7 a.m., firemen said that they would return to work at the No. 1 station but that the batteries on all the equipment were dead.

Firemen at the No. 7 station at Bancroft Street and Franklin Avenue said they were back at work, but the station was devoid of equipment this morning. All had been moved out late Monday when officials feared that the station might be the target of the same rash of arson cases which swept the neighborhood.

Firemen at the No. 6 station were back at work this morning, but refused to discuss the strike situation with a reporter.

Among crimes reported Monday night was a break-in of McGranahan Distributing Co., at 1717 Madison Ave. Police said several carloads of people drove up to the business, threw a brick in the window, entered the building, and took out merchandise. Shooting also was heard as the group was leaving.

At one point police had four burglaries reported consecutively, but they had no one to send to investigate them.

Porter Calls Offer 'Very Fair'

City Manager Porter emerged from the talks at the Hillcrest Hotel shortly after 6 a.m. and called the proposed settlement a "very fair package."

"I guess I'm at a loss for words," he said.

He said this morning that if the groups do not ratify the contract he believes the employees will continue to work under the court order while negotiations go on.

The city's offer, if ratified, would bring to an end the biggest city-employee strike ever.

Along with the wage increase, the city's proposal includes cost-of-living increases, which the unions won in previous contracts.

Polygraph-Test Provision Dropped

The city's proposal gives Teamsters and fire fighters their requests for \$130 a month for health and welfare plans — an amount that union leaders had said

was essential to maintain current benefits.

The city also decided to drop provisions for polygraph tests for police officers subject to disciplinary actions, a move that the TPPA had requested.

But the city did not budge from its position of reducing its six pumper crews from four to three men each, which the city said is necessary to make up for reductions in fire fighters' weekly hours.

The fire fighters' union had argued that the reduction would endanger its members in fighting fires.

Also included in the package were dental plans for unions without them and increased vacation time, which the city had offered in what it called its "final" proposal last Thursday.

Judge To Enforce Penalties Of Injunction, Attorneys Told

In issuing his injunction, Judge Kiroff made it clear to attorneys for the city and its striking unions that he will enforce the penalties, regardless of any settlement of the two-day strike worked out after this morning.

The people of the city of Toledo are entitled to the services of the city and its employees, Judge Kiroff added, noting that while everyone would like to see the labor strife settled through negotiations, "the city is burning."

He said research overnight convinced him that he has the power to set fines at any amount and noted those set will remain in effect.

He said he has no idea of the effect of his order on negotiations.

Courts in Ohio are forced to operate in a vacuum, the judge noted, because the General Assembly has refused to enact a public employee bargaining bill and has refused to revoke the Ferguson Act — the state law which permits the firing of striking public employees.

Unions Admit Strike Is Illegal

The city's labor unions had admitted, for the purposes of Monday's hearing on the lawsuit seeking the injunction, that they were engaged in an illegal strike.

Such strikes, the judge said, may be enjoined by court action, although he suggested that his order may test the limits of a court's power to affect walk-outs by public employees.

If need be, the judge added, he will ask the Ohio Supreme Court to assign additional judges to Lucas County and ask the county commissioners for money to hire additional prosecutors to enforce

the fines which would be imposed on persons and unions violating this order.

"I promise you," he told attorneys for the unions and the city, "it will be enforced."

Ted Iorio, attorney representing a coalition of the city unions, told Judge Kiroff that he was conceding to the illegality of the strike to resolve the court hearing and allow the unions to resume negotiations with the city. The strike, he said, could be settled only at the bargaining table.

The city's request for a back-to-work order is hardly the climate for resolving labor differences, he told the judge, charging that the city has failed to bargain fairly with the unions.

Injunction Called Best Opportunity

Joseph Jordan, an assistant city law director, in response to Judge Kiroff's questioning about the enforceability of an order affecting about 4,000 employees, said that an injunction provided the best opportunity to put pickets back to work.

Invoking the Ferguson Act would only insure that there are no city workers, Mr. Jordan said, while there are some city employees who would abide by a back-to-work order.

Invoking the Ferguson Act would come too late, Judge Kiroff said, to get the city out of the immediate danger posed by the loss of all its workers.

Latest Proposal A Result Of Emergency Council Session

The offer which the city took to the unions was the outgrowth of an emergency session of City Council, in which councilmen authorized Vice Mayor Gene

Cook and Councilman Andy Douglas to meet with City Manager Porter, his staff, and union representatives in efforts to dissolve the impasse in talks.

That meeting began shortly after 1 p.m. in federal mediators' offices on the seventh floor of the Federal Building on Summit Street.

But the session fell apart just as it began when sheriff's deputies walked in to serve summonses on union leaders involved in the meeting who were named in a suit filed by the city to force workers back on the job.

Unionists Bolt From Table

Mr. Brancheau, fire fighters' union president; Bob Lemle, business agent for Teamsters Local 20; Bill Endsley, president of AFSCME Local 7, and Mr. Dunn, TPPA president, bolted from the table and ducked out a back door, thinking incorrectly that they were being served with warrants.

The union officials, who ran out the back entrance to their cars, said that they felt betrayed by the city.

Following the aborted session, new arrangements were made for a reconvening of Council's recessed session.

The scenario was to begin with a meeting that was to go into executive session for the purpose of discussing the union's so-called "bottom line" offer of an immediate 4 per cent raise, a 3 per cent raise July 1, 1980, and 2 per cent raise July 1, 1981.

Pickets who had lined the Erie Street sidewalk in front of the Safety Building filed into council chambers awaiting the session. They sat for 45 minutes, sometimes chanting, clapping, and yelling for some action from lawmakers, then left, only to come back when they were told that the session would begin within minutes.

Meanwhile, councilmen were talking

with union leaders and administration negotiators in the mayor's conference room and office.

Lawmakers emerged slightly after 7 p.m., and said there was to be no meeting.

Cook, Douglas Comment On Offer

Mr. Cook and Mr. Douglas confirmed that councilmen would not accept the union's offer. The vice mayor also acknowledged that there were some differences of opinion among councilmen about the city's ability to pay for a wage package of 4 per cent, 3 per cent, and 2 per cent with the cost-of-living benefits that employees already have.

Mr. Cook said that Mr. Porter was asked to go back to the bargaining table with another offer that would be different from the city's so-called "last offer" of 2 per cent, 1.5 per cent, and 1 per cent — all of the raises effective on Jan. 1 of each year.

"We didn't give a set amount, or a limit," Mr. Cook said. "I think both sides can give a little."

"We want to keep the gates open to talk," the vice mayor added. He said he is "uncomfortable" with the union offer because of the magnitude of economic impact he said it will have on the city budget.

Police Command Officers OK Contract, Go Back To Work

Members of the Police Command Officers Association are back on the job today under a three-year contract approved early Monday night.

The pact calls for wage increases of 2 per cent in each year, a continuation of cost-of-living adjustments, and increases in the amount of stress payments.

The 163-member association also received increases in the pay spread between ranks, ranging from 16 to 18 per

cent. The spread was a key issue, because cost-of-living adjustments in recent years had narrowed the difference in salaries between command officers and patrolmen.

The pact also grants amnesty on any actions of the officers committed during the city's general strike.

The association rejected the city's previous offer last Thursday, but had voted not to strike. Most command officers did not cross picket lines set up by striking members of the Toledo Police Patrolmen's Association.

Guard General In Toledo, Assesses Need For Troops

Maj. Gen. James Clem, adjutant general of the Ohio National Guard, was in the city Monday to assess the need for calling in guardsmen. He said that as of late afternoon Monday, he did not consider Toledo to be in immediate danger because of the strike.

The general was asked by Governor Rhodes' office to come to Toledo as a result of preliminary contacts made with the guard officials locally by Mayor Doug DeGood.

He acknowledged Monday that part of the decision would hinge on whether workers return to their jobs as ordered by Judge Kiroff. "We like to follow all the legal processes first."

If municipal employees would fail to return to work, City Council would have to pass a resolution declaring a need for the guard, the general said.

The resolution would be worded to the effect that the city and Lucas County sheriff's department are not capable of maintaining the health and welfare of citizens.

An added problem for city officials is that the guard must be ordered to Toledo by Governor Rhodes, who is on a trip to Japan and China.



— Blade Photo

BERNARD THOMAS STOWS HOSE AT NO. 7 FIREHOUSE, BANCROFT AND FRANKLIN
City firemen reported returning to work, despite expected rejection of wage-benefit offer

3 City Unions Approve Offer; Police Reject Pact, But Say They Will Work

Services Begin To Normalize After 2 Days

Three municipal employee unions voted Tuesday to accept the city's final wage offer as operations began to return to normal after two days of strike activity that crippled the city.

But most of the uniformed employees had either turned down the proposal or were still in the process of voting on it.

The city proposal provides for a 2 per cent annual pay increase for 3 years, beginning July 1, and continued cost-of-living benefits.

Teamsters Local 20 voted 134 to 73 to accept the offer.

The Toledo Police Command Officers Association had voted earlier to accept the package, and the American Federation of State, County, and Municipal Employees Local 7 did not have an exact count, but union leaders said that only 36 "no" votes were counted out of about 700 ballots.

Approval Expected

AFSCME Local 2058, representing supervisory personnel, is scheduled to vote Thursday and is expected to approve the agreement.

But the Toledo Police Patrolmen's Association overwhelmingly rejected the offer by a vote of 311 to 44, and city fire fighters were expected to follow suit.

Firefighters Local 92 had scheduled two ratification sessions — one at 8 p.m. Tuesday and one at 7:30 a.m. today — to allow its entire membership to vote.

Leaders of both groups are known to be bitter about a court injunction which forced employees off the picket lines and back to work under threat of heavy fines on organizations and individual members.

Gary Dunn, TPPA president, said that his members will return to work "because of concern for the community," but he added that many patrolmen say they do not want to go back.

There has been some question whether firemen would continue to report to

work and carry out their duties, but John Brancheau, president of Local 92, said that firemen will be at their stations today.

The court order by Common Pleas Judge George Kiroff enjoins employees from striking, failing to report for work, and abstaining "in whole or in part" from performing the duties of their positions.

The injunction imposes fines of \$25,000 per union a day and \$2,500 per striker per shift.

Seemed To Have Returned

Administration officials said that as of late Tuesday, all strikers seem to have returned to their jobs. Firemen who earlier in the day had returned to work but had been refusing to fight fires, were carrying out duties under orders of command officers.

Mr. Dunn said that his membership instructed the TPPA negotiating team to continue talks with the city and "bring back something we can accept."

But he said he expects little progress. "I think we've lost our hammer," he said.

Mr. Dunn said that the annual 2 per cent pay increase is "somewhat less than we wanted" and that several non-economic items remain unsettled.

Harold Leu, Teamsters Local 20 president, said that in his opinion the proposal "is not that insufficient. Of course we would have liked more," he said.

Teamster business agent Bob Lemle said after a vote of the 350-member group that he is not happy with the agreement, "and I'm not happy with the way we had to bring it to a conclusion."

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3 Unions Accept, Police Reject City Offer

Continued from First Page

The union, representing primarily refuse collectors and water reclamation employees, also voted to appeal Judge Kiroff's ruling, but Mr. Lemle said that the issue would have to go before the group's executive board before a final decision is made.

Charles Hendrix, AFSCME regional director, said at the Local 7 ratification session that he thinks the package is "an outstanding contract."

"It's about four times better than the one they offered the day before we went out on strike," Mr. Hendrix said.

The city had offered the unions a contract of 2 per cent, 1.5 per cent, and 1 per cent over 3 years, with each increase effective on Jan. 1.

Included Cost-Of-Living

The unions countered early Monday with a proposal of 4 per cent, 3 per cent, and 2 per cent over 3 years, with each increase effective July 1.

All proposals included the existing cost-of-living allowance that city employees have had since 1968 — a benefit which gives them a quarterly pay increase of 1 cent an hour for each 0.4 per cent rise in the consumer price index.

The allowance is added to base pay before the annual percentage increase is applied, giving it the effect of a pay raise of about 5 per cent annually in recent years, when the allowance has run about 10 cents an hour per quarter.

The wage package will cost the city \$676,000 in salaries beyond what was budgeted for 1979. Including fringe benefit payments, the total cost will be \$793,000 city-wide, according to William Werner, management services director.

In the general fund, the package will cost \$426,500 beyond the amount budgeted for 1979 salaries, and \$501,700 including fringe benefits.

Budget officials have not completed estimates on the total cost of the package over three years, Mr. Werner said.

The contract would give police and firemen an annual salary of \$21,860 after three years, including cost-of-living benefits estimated at 12 cents a quarter.

Command officers received, in addition to the 2 per cent, a pay spread between ranks ranging from 16 to 18 per cent.

The increase for AFSCME employees is in the 30 per cent range over the three-year contract period, depending on the pay group.

\$6,500 Increase Over 3 Years

Mr. Hendrix said that the economic "net, in-pocket benefit" to his members will range from \$6,500 to slightly more than \$7,000 over 3 years.

The proposal also includes a \$50 deductible dental plan.

Mr. Hendrix said that members of UNICOM, the coalition including the TPPA, Local 92, Local 7, and Local 20, agreed to "go separate ways" on ratification recommendations after it became clear that the fire fighters and patrolmen could not accept the package.

The split was agreed to "without animosity," he said.

The key issue with firemen is manning. The city proposal provides that six pumper crews be reduced to three persons, and Local 92 wants to retain the current staffing level of four persons, which they say is needed for reasons of safety.

It was not expected that any talks would resume before the beginning of next week.

City Manager J. Michael Porter said Tuesday he believes that a "cooling-off period is needed to glue the ship back together."

Vice Mayor Gene Cook, uncertain about reaction of police and firemen to

the offer, said: "We're not out of it yet."

The vice mayor has been sitting in for Mayor Doug DeGood, who was hospitalized and under observation after he collapsed early Monday, following all-night labor discussions. He was released Tuesday afternoon.

Mr. Cook said that there is to be no emergency City Council session to discuss the ratifications according to current plans.

The next regular meeting is Tuesday at 9 a.m.

Mr. Cook said he believes that Judge Kiroff's decision to order employees back to their jobs "was something that unfortunately had to be done."

The wage offer is a decent one, Mr. Cook stated.

"And I don't think City Council can or will go any further."

City officials will spend the remaining two work days this week checking with division heads to see that employees are responding to the court order and returning to work.

Lists will be prepared of persons who do not report to work, and who do not have valid reasons for absence — such as prior excused vacation time or sick leave.

"There is still some confusion, and we will wait to be certain on isolated instances, before further action is taken," Frank Pizza, law director said.

The law department served more than 500 police officers and firemen with the back-to-work order beginning immediately after the court action, and copies to all other employees were mailed out by Tuesday afternoon.

Strikers will not lose pay for the two-day work stoppage, in accordance with amnesty provisions in the proposed settlement, Mr. Pizza said.

Department and division heads also have been asked to calculate the cost of damage to equipment during the strike.

City Firemen Turn Down Pact In Lopsided Vote

Returning To Jobs Under Court Order After 'Final' Offer

Firefighters Local 92 voted overwhelmingly Wednesday to reject the city's "final" wage offer, but began putting their firehouses back in order as they returned to work under Monday's court injunction.

The firemen voted "360 to 1 or 2" to turn down the city offer, an even larger margin than the Toledo Police Patrolmen's Association rejection Tuesday. John Brancheau, president of Local 92, said he was unsure of the exact vote.

Three municipal employees' unions and the police command officers already have voted to accept the package, which calls for increases of 2 per cent each year for three years beginning July 1, and continued-cost-of-living increases. The American Federation of State,

County, and Municipal Employees Local 2058, representing supervisory personnel, also was expected to approve the contract in voting later today.

Mr. Brancheau said Wednesday that the court injunction imposing heavy fines for striking workers puts the fire fighters in the position of "slave labor."

He said firemen will take action to push for changes in public employee bargaining laws, including circulating petitions sometime in the near future calling for a charter amendment that would require binding arbitration when an impasse is reached in city contract negotiations.

"The courts have forced us to work under unsafe conditions," Mr. Brancheau said, referring to the fire fighters' opposition to the city plan to reduce from four to three the number of persons manning pumpers at six fire stations.

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City's 'Final' Offer Rejected By Firemen

Continued from First Page

The plan, described as the key issue with firemen, would offset an estimated \$480,000 cost resulting from a two-hour reduction in the work week that was agreed to in the last contract with firemen, city officials said.

Despite what he termed "dissension in the ranks" and bitter feelings toward Fire Chief Carl Neeb's backing of the staffing plan, Mr. Brancheau said the firemen's return to work will be "150 per cent," in accordance with the injunction's provisions against any type of work slowdown.

Mr. Brancheau also criticized city officials for alleged refusal to bargain in good faith and said some councilmen were ignorant of the issues involved in negotiations until just prior to the strike.

DeGood Says No Change Planned In City's 'Final Offer'

While City Manager J. Michael Porter said he expected the two sides to return to negotiations Monday, Mayor Doug DeGood said Wednesday that there will be no changes in what he termed the city's "final offer."

Mayor DeGood, commenting that he

felt "super" after his release Tuesday from St. Vincent Hospital, said the city is willing to return to the bargaining table to further explain its final offer, but there will be no alterations.

He said the issue of staffing of firemen "is clearly a management decision that didn't even belong on the bargaining table to begin with."

Mayor DeGood said he would oppose any petition drive calling for binding arbitration in city labor disputes.

Loss Of Control Cited

"It would proxy away the control of the purse strings of elected officials responsible to the public to an outside arbitrator," he asserted.

While he said Ohio's Ferguson Act, prohibiting strikes by public employees, needs to be replaced with "something more realistic," Mayor DeGood said life-sustaining services cannot be interrupted under any circumstances.

Commenting on the acts of vandalism and general lawlessness during the strike, the mayor said the city will "prosecute to the fullest extent" all known violators.

"The vast majority of the city employees had only minimal sympathy with the strike to begin with and no sympathy whatsoever with the illegal actions," Mayor DeGood said.

Better Process Needed

"The good and decent employees who are the majority will bear the outrage of

the community. That's the unfortunate thing," he said.

Mr. Porter, saying that there will be "deep scars" in the entire community resulting from the strike, agreed with fire fighters that a better process for employee negotiations is needed.

He said binding arbitrations is one of the possible alternatives, but such a plan should have mediators with a local interest.

Mr. Porter said he will recommend that negotiations begin again Monday with police and firemen to allow both sides a "cooling-off period."

City Threatened

"What happened over the last two or three days is unconscionable," the city manager said.

"Not only were they (the unions) holding a gun to our heads, they were holding a gun to the city of Toledo," he added.

Municipal Strikes Hit in 8 States

By The Associated Press

Municipal strikes or slowdowns plagued cities in eight states, as thousands of public workers protested wages, safety and even the death of a police mascot.

Police and firefighters were back on the job after a two-day strike in Toledo, Ohio, but the city was without public transportation. Bus drivers angered by the shooting death of a colleague stayed off the job to press for police escorts for their vehicles.

Connecticut state police declared a moratorium on writing traffic tickets for serious offenses until they get a new contract. Santa Monica, Calif., police continued their "blue-flu sick-out" in a pay dispute and San Bernadino, Calif. police staged a slowdown.

Some 4,500 employees of Pennsylvania's Allegheny County walked out, also over pay, and 4,000 welfare workers in Los Angeles County staged a one-day strike to protest the pace of contract talks.

Elsewhere, 700 toll booth collectors and road maintenance workers on a major New Jersey highway struck over pay, as did pari-mutuel clerks in nine upstate New York state counties and city workers in Cumberland, Md. The men who fix traffic lights in Louisville, Ky., called in sick.

Some Louisville policemen threatened to stage a protest about pay demands on Saturday, when President Carter attends a National Governors' Association meeting.

In Toledo, members of six municipal unions obeyed a court order Tuesday and ended a two-day strike. Several vacant buildings burned during the job action.

Most city workers ratified a new three-year contract that provides a 2 percent annual salary hike plus cost-of-living increases. Policemen and firefighters both rejected contracts, but remained on the job pending further negotiations.

Meanwhile, bus drivers in the Lake Erie port city of 370,000 voted to continue until Saturday a strike begun Monday after a colleague was shot and killed during a robbery attempt. They demanded that unmarked cars escort buses on their runs.

In other developments:

- With sheriff's deputies in California's Monterey County on strike, two trucks were hit by rocks in the lettuce fields where farmworkers are picketing. It was the first violence reported in two weeks.

- Some 2,500 workers walked out at the Temple University Hospital in Philadelphia, joining 1,500 employees at two other hospital on strike in a dispute over money.

Love not money was the issue in a 12-hour police sickout in Napa, Calif., where officers stayed off the job to protest the release from jail of a man accused of slitting the throat of their police dog, "Vem."

"He wasn't only a pet, he was a partner and friend. He saved my life this time around. Vem will be hard to replace," said officer John O'Donnell.

Looter-Vandal Damage To Plant Reported High

Dollar Loss Placed At Six-Figure Mark By Prescott St. Firm

Armed looters and vandals on a rampage during the strike of Toledo policemen and firemen caused several hundred thousand dollars damage to a Prescott Street food service company, officials of the firm estimate.

The incidents occurred Monday and Tuesday at the quarters of Buckeye Mobile Food Service, 320 Prescott St., one of at least two commercial firms in the neighborhood that suffered losses to mob action.

Mike Godfrey, sales manager, said Buckeye was "totally devastated" by an armed mob that broke into the establishment about 10 p.m. Monday. The intruders drove out company employees

and started destroying food and driving company trucks into one another like "bumper cars." Several fires were set, Mr. Godfrey said.

Every window in the plant was broken and two new industrial catering trucks were destroyed by fire, Mr. Godfrey said.

An official of Gladieux Food Service, Inc., owner of the building, said damage to the structure exceeds \$40,000.

As cleanup work started at the food service plant this morning, Buckeye resumed operations, using 9 trucks, compared to its normal fleet of 12. Mr. Godfrey characterized the business operation as "limping."

Merchandise Stolen, Ruined At Nearby Ashland Food Center

Looters stole or destroyed an estimated \$18,000 to \$20,000 worth of pharmaceuticals, food, wine, and store equipment in the Ashland Food Center, at Ashland and Woodruff avenues.

Owner Mike Hebeka said that he arrived at the store about 3:30 a.m. Tuesday and saw more than 100 persons removing items and loading merchandise into autos.

He said that two new cash registers were destroyed, along with the market's electronic security system.

Mr. Hebeka said that he hoped to reopen his store some time today.

Toledo police investigators were on the scene at both Buckeye foods and the Ashland market this morning.

Order From The Court

There is no right to strike against the public safety by anybody, anywhere, anytime.

— Calvin Coolidge

THAT statement, made in connection with the Boston police strike in 1919 when Coolidge was governor of Massachusetts, may seem to some an outmoded view from a voice of the past no longer relevant to today's world. It is not. Its timeliness and pertinence have been demonstrated this very week right here in Toledo.

Common Pleas Judge George N. Kiroff expressed the same tenet as he issued an injunction ordering striking policemen, firemen, and other municipal workers back to their jobs. Noting that "the city is burning," he said:

The people of the city of Toledo are entitled to the services of the city and its employees.

Judge Kiroff made it unmistakably clear, moreover, that he was not engaging in mere judicial rhetoric. He backed up his injunction with threats of heavy fines for violations by unions or individual strikers, thus underscoring the point that there was no priority greater than the restoration of public order and municipal functions in this community. And he declared further that, if any violations did occur, the penalties would be enforced whatever settlement might later be reached between the city and the unions.

The importance of Judge Kiroff's firm handling of the situation cannot be exaggerated. Its significance goes beyond the immediate impact in the critical circumstances which prevailed in the city at the moment, important as that effect was.

The plain fact is that, when the regularly constituted agencies of law enforcement, fire protection, and other aspects of public safety willfully break the law by forsaking their responsibilities, the courts remain the last bastion against anarchy. Unless the courts take a tough

position on behalf of the overriding need for public protection, refusing to be bullied by deliberately illicit tactics and undisciplined hooliganism by the very forces which are supposed to guard against such criminalism, the rule of law is in serious danger of collapse. And the rule of law is the fundamental underpinning of our society.

Unfortunately, stands like that taken by Judge Kiroff seem to have become more the exception than the rule. Far too many judges called upon to deal with public-employee strikes cower before union bombast, play along with equivocating public officials, and pussyfoot around the central issue of law and order for the public's safety. Even when such judges issue orders ostensibly aimed at controlling lawlessness, they too often reveal their essential spinelessness with wrist-tapping penalties — and do not apply even these when requests are made for general amnesty for the sake of peace and harmony in the wake of settlements.

The tragic folly of that course is plainly evident by the mounting militance of public-employee unionism. Every weak-kneed response from a judge simply encourages more disrespect in some other situation. It is not mere coincidence that leaders of the Toledo unions — like those in a multitude of other confrontations — promised their members in advance of the walkout that amnesty would be part of the eventual settlements. That is nothing less than an open incitement to violence and lawbreaking with impunity — and it can be gotten away with only with the ultimate complicity of the courts.

The stern stance taken by Judge Kiroff this week, like his similarly firm ruling that ended a Toledo teachers' strike in 1970, was a welcome beacon of hope for the rule of law and the preservation of public order in this community.

Strikers' Wages To Be Withheld

Those Who Tried To Work Will Get Pay, Porter Says

If the city administration gained anything out of the two-day general strike, it was the \$225,000 a day in wages that would have been paid to strikers.

The amount is based on the total city payroll. Employees who reported or attempted to report for work will be paid, J. Michael Porter, city manager, said Wednesday.

Anyone involved in the walkout that brought city operations to a halt Sunday and Monday will forfeit his pay, Mr. Porter said.

The Blade had been told by Frank Pizza, city law director, that it was his understanding that the amnesty provisions included wages.

When Mr. Porter read that in news accounts of the strike Wednesday, he called The Blade immediately to correct it.

"I'll be damned if I'll pay them," the city manager said. "I could never live with the other employees."

The proposed wage settlement, providing for a 2 per cent annual increase over a three-year period beginning July 1, does include an amnesty clause, but the intent of the clause is primarily that there will be no retaliation against strikers once they have reported back to

4th Union In City Ratifies Contract

Local 2058 of the American Federation of State, County, and Municipal Employees Thursday became the fourth union to ratify contracts with the city.

Charles Hendrix, AFSCME's regional director, said that there was only one dissenting vote out of about 175 members voting.

Local 2058 represents supervisory personnel in various departments.

Other unions that have approved the contract are AFSCME Local 7, Teamster's Local 20, and the Toledo Police Command Officers Association.

Firefighters Local 92 and Toledo Police Patrolmen's Association Local 10 overwhelmingly rejected the city offer.

Summary Of Events Related To Strike

March and April — Negotiations between city and unions begin, with both sides predicting tough bargaining.

May 25 — City gives unions its "initial economic offer," calling for general wage increases of 1 per cent beginning Jan. 1 and 1 per cent Jan. 1, 1981, plus a cost-of-living clause capped at 10 cents per quarter.

June 12 — Councilman Andy Douglas says in Council meeting that negotiations are going too slowly. City Manager J. Michael Porter responds that there is a "realistic possibility of some issues not being settled" by June 30, but adds that negotiations are proceeding as well as they can.

June 21 — City presents unions "economic offer" calling for 1 per cent increase Jan. 1; 1 per cent Jan. 1, 1981, and 0.5 per cent Jan. 1, 1982, plus the capped cost-of-living clause. Talks threaten to break up as city says it will not pay patrolmen who called in sick when assigned to the U.S. Open golf tournament, but city later backs down.

June 26 — Steep rise in consumer price index means that municipal employees get cost-of-living increases of 18 cents an hour effective July 1 — 8 cents an hour more than the city had budgeted for the third quarter. Mr. Porter says that increase complicates negotiations.

June 27 — Councilman Douglas takes union leaders to Kiwanis luncheon meeting and states that city has money available for a fair economic settlement.

June 28 — City gives unions "final economic offer" calling for wage increases of 2 per cent Jan. 1; 1.5 per cent Jan. 1, 1981, and 1 per cent Jan. 1, 1982, plus continuance of an unlimited cost-of-living clause which unions gained in 1968.

Unions complain that city refuses to negotiate further, and that many noneconomic and economic issues remain. A union leader states, "They have left us with nothing to do but strike."

June 29 and 30 — Ratification votes of Teamsters, patrolmen, fire fighters, and public employees Local 7 authorize strike by majorities of at least 90 per cent.

June 30 — Afternoon talks guided by federal mediators begin at Hillcrest Hotel, with all but one City Council member present but keeping a low profile. Mr. Douglas was not invited. Union leaders call talks a "game," as some city negotiators leave hours before talks officially reach an impasse at 8 p.m.

Toledo Police Command Officers Association, which earlier rejected city's proposal, returns to Hillcrest in the evening, but finds no city officials to bargain with.

July 1 — Strike begins as unions set up picket lines about 6 a.m. Most police command officers do not cross lines.

Local 2058 of the public employees union, representing supervisory employees, votes in an afternoon meeting by a 70 per cent majority to join the strike.

Union leaders threaten to take supervisory workers out of Collins Park water pumping station, scaring city back to the negotiating table at 11 p.m.

July 2, 5:30 a.m. — After all-night talks at mediators' office in Federal Building, striking unions come up with "bottom line" proposal of 4, 3, and 2 per cent increases beginning immediately.

8 a.m. — Mayor Doug DeGood collapses in his office and is taken to St. Vincent Hospital, where he is admitted in good condition.

10 a.m. — City is in Common Pleas Court seeking an injunction against striking unions.

1 p.m. — Councilmen Douglas, Gene Cook, and Ray Nies and city negotiators meet with unions in mediators' office. Meeting is broken up as four labor leaders flee down back stairs when sheriff's deputies arrive to serve summonses to appear in court.

3:30 p.m. — Hearing begins in Judge George Kiroff's court on city request for an injunction and is recessed until 7:30.

6 p.m. — Hundreds of strikers file into Safety Building for Council meeting which never takes place. While they are waiting, Council meets in secret session, and agrees to allow its negotiators to make another offer to striking unions.

8:30 p.m. — Judge Kiroff hands down his ruling, imposing stiff fines against unions and members if they continue strike beyond 6:30 a.m. Monday.

10 p.m. — A TARTA bus driver is pronounced dead at Mercy Hospital after being shot by robbers. Charles Whitten, TARTA general manager, pulls busses off streets until adequate police protection can be provided.

11 p.m. — Talks begin at Hillcrest Hotel, amidst increasing worries about crime and fires throughout city. Police command officers ratify pact with city, calling for wage increases of 2 per cent in each of 3 years, and pay differences of from 16 to 18 per cent between ranks.

July 3, 6:15 a.m. — City Manager Porter emerges from talks and announces that striking unions have agreed to return to work. Teamsters and AFSCME officials express satisfaction with city's offer of 2 per cent in each year plus cost-of-living, but fire fighters and police do not.

Picket lines come down as strikers are informed by leaders to go back to work.

Mayor DeGood is released from St. Vincent Hospital.

July 3 and 4 — AFSCME Local 7 and Teamsters Local 20 vote to ratify pacts, but Toledo Police Patrolmen's Association, and Firefighters Local 92 vote for rejection by overwhelming majorities.

July 5 — AFSCME Local 2058, in near unanimous vote, approves contract.

Proposed Contract Seen Costing Toledo Added \$4.2 Million

Living Allowance Put At \$9.6 Million Over Three Years

The proposed three-year contract for public employees will cost Toledo more than \$4.2 million in additional wages and fringe benefits by the end of the contract period, according to estimates by the city management services office.

The price tag for the wage package will be \$793,100 by the end of 1979, \$2,444,750 by the end of 1980, and \$4,223,450 by the end of 1981, budget officials said.

The complete cost-of-living allowance (COLA) is not included in those calculations because it has been part of the city contract since 1968 and is not regarded as a new expenditure, William Werner, management services director, explained.

But if the COLA averages 12 cents an hour per quarter over the next 3 years, that benefit alone will cost \$9.6 million. The cost-of-living allowance boosts wages 1 cent an hour every quarter for each 0.4 per cent increase in the consumer price index.

Toledo is the only major Ohio city that gives its employees a quarterly, uncapped cost-of-living raise.

The agreement, ratified by all but the police and fire labor unions, calls for a 2 per cent wage increase each July 1 for 3 years and continuation of the uncapped COLA.

Its impact on the 1979 budget will be sizeable, because officials already had been expecting COLA to exceed general fund budget estimates by \$330,000.

The 2 per cent pay raise would cost another \$501,725 in general fund money this year; a dental plan would cost \$100,000; additional contributions to workers compensation, trust funds, and the public employee retirement system would cost about \$90,000, and a salary spread negotiated by police and fire command groups would cost an added \$210,000.

Police, Firemen Would Get \$18,079, Raises To \$21,875

At individual pay levels, the 2 per cent raise on top of COLA benefits already paid this year would put a police officer and fireman at an annual salary of \$18,079 immediately and \$21,875 annually by July, 1982, when the contract expires.

The salary projections assume a quarterly increase in COLA of 12 cents, which city officials believe is a conservative estimate. COLA provided workers with an 18-cent-an-hour increase for the third quarter of this year.

In other job categories, a refuse collector would go to an annual salary of \$15,479 immediately and would be getting \$19,155 by 1982; a clerk aid would receive \$12,338 annually immediately and would go to \$15,996 by the contract expiration date.

The pay-raise schedule will have the effect, in some cases, of pushing an employee's salary to the same level as that of top administrators.

For example, a deputy police chief

and a fire chief would receive an annual salary of \$33,500 immediately, the same amount that directors now receive, and \$2,500 more than the police and fire chiefs would receive.

Like other unclassified personnel — commissioners and directors primarily — the top chiefs will automatically receive the 2 per cent pay increase and continued COLA benefits, unless the administration proposes higher wages for them.

Mayor Urges Prosecution Of Those Involved In Damage

The city should, wherever possible, prosecute persons involved in damage to city property during the two-day strike of municipal employees and should do whatever it can to seek restitution, Mayor Doug DeGood said today in City Council.

Mayor DeGood said he believes that most city employees behaved appropriately during the work stoppage.

"But it is clear in my mind that criminal activities associated with the strike did take place," he said.

"I don't think it is fair for the citizens of Toledo to bear the cost of paying for public property destroyed during the strike," the mayor added.

Mayor DeGood also asked the administration to prepare comparative cost figures for the wage package finally proposed by the administration, with its 2 per cent annual wage increase, and the union proposal of 4 per cent, 3 per cent, and 2 per cent over three years.

Several councilmen joined Mayor DeGood in condemning strike activities of July 1 and July 2.

Councilman Ray Nies, reading a prepared statement, blamed "misguided hotheads within union ranks" for placing Toledo under what he called a siege.

"The sabotaging of public equipment and commandeering of public property cannot be condoned," Mr. Nies said.

Councilman Charles Clark said that he is "convinced that happenings during the strike did irreparable damage to the community and its reputation."

Mr. Clark said he does not favor compulsory, binding arbitration as an alternative to prevent future strikes. But he urged that Council cooperate in any Labor-Management-Citizens Committee effort to analyze events that led to the strike and to seek some means to avert future strife. Such an analysis has been proposed to the L-M-C by its director, Louis M. Thomson, Jr.

Vice Mayor Gene Cook called the strike "a traumatic time for citizens."

"I was appalled at the damage done by employee groups," the vice mayor said. "It was something I never expected to see, and I was disappointed to see that response from people who make their livings off of taxpayers' money."

Councilman Tim Kenczewicz expressed "outrage at the illegal actions taken by a minority," saying an unfair burden was placed on those employees who have respect for law.

Porter, Leaders Of Police, Fire Fighters Groups Meet

City Manager J. Michael Porter met Monday with leaders of the Toledo Police Patrolmen's Association and Firefighters Local 92 to "clarify issues as much as possible."

Cost Of Proposed Contract

Continued from First Page

But the meetings were not bargaining sessions, the manager stressed.

"As far as we're concerned, the negotiation portion is over."

Both unions rejected the city's wage offer last week of a three-year contract with a 2 per cent annual wage increase,

beginning as of July 1.

Mr. Porter said that the administration will prepare the language of the contract and send it back to the unformed groups to see whether they decide to ratify the agreement.

"If they don't, we will have to decide whether to send it on to Council for unilateral approval," the city manager said.

The nonuniformed labor groups approved the contract in sessions last week.

City Seeking Evidence Of Illegal Conduct By Employees

The city of Toledo is asking citizens with evidence of illegal conduct by city employees during or after the two-day strike to call the city at 247-6004.

Ted Reams, director of public information, said that the city wants to know about acts of violence and damage to public or private property committed by its employees.

The city wants the names of employees who took part in such acts and the times and places.

Mr. Reams said that the city is currently adding up the total damage incurred during the strike, and that after gathering evidence it intends to take "appropriate legal action" against employees involved in illegal conduct.

Bar Public Strikes

AMONG the many unfortunate ramifications of the strike by Toledo municipal employees last week, there could be at least one beneficial result. The experience suffered by this community should have cured its Democratic state legislators of their penchant for supporting measures to give public workers the legal right to strike.

The walkout here provided a dramatic demonstration of the factors which distinguish labor disputes in private enterprise from those in the governmental sector and which justify banning strikes by public employees.

The customers of a private firm that is shut down by a strike can either do without its products or services in the interim or turn to those offered by competitors. But the public has no satisfactory alternatives to the vital services it pays taxes to obtain on a collective basis.

Neighboring communities may help, as several did here last week in offering fire-fighting services through mutual-aid pacts with Toledo. And Lucas County sheriff's deputies did their best to fill the gap left by striking city policemen. But it was quickly apparent that neither of these forms of assistance, generously provided though they were, could adequately meet the full demands of public safety in Toledo.

Another crucial difference between private and public labor disputes was also clearly evidenced in the local strike. The two sides in the private realm put their own stakes on the line. In the governmental sector, the public is a hapless pawn. One of the city unions' spokesmen contended that they were not striking against the citizens but against the city; the fact was tragically apparent, however, that it was the citizens who bore the brunt of the walkout. And it is the public that will pay the bills, not only for the damages done by vandalism among the city workers but also for new labor contracts.

Yet another unique aspect of the public-sector strike that was glaringly demonstrated here last week is the vulnerability of the public to destruction of its own property and deprivation of the use of its own facilities. A private employer can take effective steps to protect his own plant and equipment from union hooliganism. But Toledoans had no such chance to do that last week when some striking workers wrecked equipment and blocked doors and otherwise interfered with citizen access to public facilities.

Despite all these factors, however, the Democratic legislators from this community have willingly fallen in line behind the Democratic party leadership and its labor-union allies to vote for a succession of

bills that would give official sanction to public-employee strikes. The only thing that protected Ohioans from adoption of these measures is the consistent willingness of Governor Rhodes to veto any legislation that permits government-worker walkouts.

Ohio should have a collective-bargaining law for public employees. The Ferguson act, which simply prohibits strikes and imposes severe penalties for violations, can and should be used more than it is; it has been shown to be an effective instrument where it is applied. But it offers no alternative machinery for trying to resolve disputes between public entities and their employees.

It should be possible to draft a law that would recognize certain bargaining rights for public-employee unions and would provide a framework for working out difficult disputes. But strikes should be barred for all public workers, and compulsory binding arbitration should be excluded as an alternative because it turns over sovereign power to a third party in no way responsible to the people.

Toledo's Democratic legislators have demonstrated time and again that they exercise considerable influence on the General Assembly. They can do their own community and the people of Ohio a distinctive service if they apply that influence to working for a sound, responsible collective-bargaining bill for public employees that does not include the right to strike.

Tentative Pact To Avert Strike Reported Reached By City And Four Unions

Ratification Vote On Agreement Is Set For Tonight

A tentative agreement was reached late Sunday between the city and four employees' unions, apparently averting a walkout scheduled to begin at 12:01 a.m. Tuesday, it was learned today.

The tentative pact was reached after the City Council, the administration, and unions met for nearly nine hours with the Labor-Management-Citizens Committee.

Mayor Kessler declined comment on the specifics of the pact until labor leaders have presented it to employees.

Ratification meetings on the agreement

are scheduled tonight, Mayor Kessler said. He said he does not know where or when the meetings are to be held.

The walkout deadline, set for Tuesday if no agreement had been reached, threatened to sharply curtail essential city services. The city had promised that some degree of essential services, except refuse collection, would be maintained.

Those unions involved in the tentative agreement are Local 92, Fire Fighters Union; Local 20, Teamsters; Local 7, American Federation of State, County, and Municipal Employees, and Local 2050, Toledo Supervisory, Technical, and Professional Employees Union.

Union representatives met with LMC members, the mayor, and all nine city councilmen.

The meeting, held at St. Matthew's Episcopal Church West, 5240 Talmadge Rd., began at 3 p.m. and adjourned at 11:45 p.m.

Mr. Kessler said there were some "rough times" during negotiations.

"Neither side is real happy with the agreement," the mayor said. "But it is said that neither side being satisfied is a sign of a good contract."

TPPA Schedules 3 Meetings To Take Vote On Strike

The Toledo Police Patrolman's Association, dissatisfied with progress in their

contract talks with the city, scheduled three mass meetings today at which a strike vote will be taken.

The meetings are at 320 West Wood St.

The TPPA filed a lawsuit in Common Pleas Court Friday accusing city officials of refusing to negotiate a new contract and asking for a temporary restraining order prohibiting the city from refusing to negotiate.

A hearing on the temporary restraining order was scheduled for today.

Clark Backs L-M-C Role In City Contract Talks

Wants Committee Involved If Unions Reject Pay Package

If police and fire unions do not ratify a three-year wage package offered by the city, the matter should be submitted to the Toledo Labor-Management-Citizens Committee, Councilman Charles Clark said Tuesday.

"My experience has been that you don't want to put something into effect for people who don't want it," Mr. Clark, a former labor official, said.

The Toledo Police Patrolmen's Association and Toledo Firefighters Local 92 are the only employee groups that have not ratified the proposal, which provides for a 2 per cent annual raise each July 1 and continued uncapped cost-of-living allowances.

City officials have had one meeting with representatives of both uniformed groups, but only for clarification of issues, City Manager J. Michael Porter said.

No Further Talks Scheduled

Mr. Porter said no further sessions are scheduled.

Mr. Clark said he believes the L-M-C is "the best vehicle" to help resolve differences.

"Even if it's not binding, their recommendation would have a tremendous moral effect," Mr. Clark said.

Much of the council session was devoted to discussions of issues related to the strike two weeks ago.

Responding to statements by fellow lawmakers about criminal prosecution of anyone involved in damaging city property, Councilman Andy Douglas said he believes it also is necessary for councilmen "as leaders of this community, to get the city back together again.

"If we're going to persist in badgering and haranguing, I guess I understand that because of the political overtones, but the fact is, we have to get this city back together," he said. "I hope at some point we would think that enough salt from both sides has been rubbed into the wounds."

Mr. Douglas complained later in the session that some councilmen, including himself, were not informed of all the economic features of the wage package, such as stress pay for command officers.

Commanders Get More Stress Pay

The police command organization — the first group to accept the city's offer — is to receive an increase in stress pay from \$125 to \$225 annually in the first year. Patrolmen would continue to receive \$125.

"Is there some reason why the patrolman on the line is not getting it when someone perhaps under less stress is getting an increase?" Mr. Douglas asked.

City Manager Porter said the stress pay increase takes into account "the stress of dealing with subordinates and other administrative problems that accrue to command work."

Other Issues Besides 'Stress Pay' To Be Faced In Police, Fire Pacts

Council Due To Get Bids For 10 More Contract Changes

By PAT JONES
Blade Staff Writer

A request for an increase in so-called stress pay for policemen and fire fighters is a big issue in resolving contract disputes with the city's uniformed personnel, but 10 other changes also being proposed by the two bargaining groups could turn Tuesday's City Council meeting into a full-scale negotiating session.

And while City Manager J. Michael Porter says that some items can be resolved, other issues could keep the city and the two unions at a stalemate.

The administration this week sought unilateral approval of the wage package for members of the Toledo Police Patrolmen's Association and Toledo Firefighters, Local 92 — the only employee groups that have not ratified the city's three-year contract offer.

Decided To Defer Action

But lawmakers decided to defer action on the contracts for a week to consider amendments suggested by the TPPA and Local 92.

The deferral was an indication that there were not five members of Council who could agree on immediate passage of the administration offer.

There is also some sentiment among councilmen that the unions should vote on any amended proposal before Council takes final action.

Council has approved contracts with the police and fire command organizations; American Federation of State, County, and Municipal Employees, Local 7, and AFSME Local 2058, representing supervisory personnel.

The TPPA and Local 92 are seeking an increase in stress pay from \$125 annually to \$375 by the end of the contract period — the same provision approved for police command officers.

Police also want an increase in allowance for safety equipment from the present \$95 to \$125 and an increase in the clothing allowance from the current \$225 to \$285.

In addition, the TPPA wants to establish a trust fund for hospitalization, dental coverage, and a prescription drug plan rather than continue under the city's Blue Cross and Blue Shield coverage.

Another amendment would require that any work shift beyond 40 hours begin at the same time as that posted on the current work schedule.

Representation Option Sought

Also, the TPPA is asking that a union representative or attorney be present for the questioning of any officer under investigation by the police division's internal affairs committee if that officer requests it.

Local 92 is seeking amendments that would require four persons on a fire pumper crew; place employees in the alarm building on 24-hour schedule instead of eight-hour shifts; restrict the amount of time that firemen can be required to participate in drills, inspections, and special programs, and allow arbitration on health benefit disputes for any member not covered by a trust fund.

The firemen also want the same percentage spread in wages for fire lieutenants and captains that was approved for police sergeants and lieutenants. The police sergeants and lieutenants are represented by a command officers group. The fire lieutenants and captains are members of the Firefighters union.

Mayor Doug DeGood already has stated that he will not approve any amendment that in any way increases the economic cost of the package. Mayor DeGood said, too, that he believes Council would set "a dangerous precedent if it puts additional cookies in the jar" for the two bargaining groups.

Gary Dunn, president of the TPPA denies that the policemen are asking for anything extra.

City Manager Has A Plan

City Manager J. Michael Porter said he plans to present each proposed amendment with an explanation of the city and union positions, and possible alternatives to each version, when the amendments come before Council Tuesday.

Mr. Porter said he also will explain how each issue was brought up during bargaining sessions prior to the strike. The contracts are out of administration hands at this point, Mr. Porter said. But the manager said he believes that Council will be taking a risk if it approves any of the economic issues.

"It would show (the unions) that you take the administration to its bottom line first, then see what else you can get from Council," Mr. Porter said. "It undercuts our negotiating authority."

Councilmen have several options open, but it is known that the mayor does not believe he has sufficient support for straight passage of the contracts without any of the union amendments.

The administration has misgivings about the TPPA's trust fund request because all unions were given a chance for the trust fund option in the 1976 nego-

tiations, and only two groups selected the alternative. The city already has turned down AFSCME Local 7's request for the same thing.

As for the Firefighter proposals, the administration has taken the stand that lieutenants and captains turned down a chance for representation in the fire command officers group and are not entitled to the same contract provisions as that group, such as an increased percentage spread between ranks.

Alternative Seen Possible

The city also has taken the position that manning levels for pumper crews should be an administrative prerogative. But Mr. Porter said there may be an acceptable alternative presented Tuesday.

The request for increased stress pay is out of the question, in the administration view.

Members of groups whose contracts have been approved will get their 2 per cent pay increase in checks Aug. 24. Retroactive pay to July 1 will be distributed in separate checks, Mr. Porter said.

The wage package, with a 2 per cent increase as of July 1, 1979, 1980, and 1981, and a quarterly cost-of-living pay raise, is expected to provide an overall increase for the average municipal employee of about 25 per cent over the three-year life of the contract.

Union Chiefs Spurn City Wage Offers

Police, Firemen's Leaders Refuse To Ask Ratification

Leaders of the Toledo Police Patrolmen's Association and Toledo Firefighters Local 92 said today that they will not submit amended wage packages to their memberships for ratification because the proposals are unacceptable.

City Council earlier this week approved some amendments to the negotiated wage package, but basically left the terms intact.

The TPPA and Local 92 both sought a stress pay allowance that would go to \$375 annually by the contract expiration. Firemen wanted to retain 1976 contract language that calls for four-member pumper crews.

John Brancheau, Local 92 president, and Gary Dunn, TPPA president, held a news conference today to explain their positions on the agreements.

They distributed a letter to Mayor Doug DeGood challenging him to support accusations he has made in Council regarding criminal activity during the strike.

"Since you continue to make unsupported charges," the letter states, "we are demanding on behalf of the nearly 1,200 fire and police officers proof of the charges or the good sense to cease making unproven allegations."

The city after seven weeks has failed to come up with evidence for any indictment, Mr. Dunn said, "and I think an apology is in line."

The TPPA official contends that arrests were made during the strike of civilians caught damaging city equipment.

Mr. Brancheau called the mayor's criticisms of police and firemen "a personal vendetta" that has made performance of duty difficult for both police and firemen.

Both union leaders said that if Council unilaterally approves the contracts for police and firemen their only remaining alternative is to work for collective-bargaining legislation.

Judge Modifies No-Strike Order

Ban Affects Police, Fire,
Health Dept. Employees

Toledo policemen, firemen, and health department employees continue to be enjoined from striking under terms of an order signed Wednesday by Common Pleas Judge George N. Kiroff.

The order modifies a no-strike injunction issued by the judge in July that ended a walkout by all city employees after the breakdown of bargaining for labor agreements.

City employees, except for policemen, firemen, and health department nurses have ratified new contracts with the city. Policemen and firemen have not, although the provisions of new proposed contracts for uniformed employees have been approved by City Council and are in effect.

City Council does not have jurisdiction over the contract for health department employees. That contract must be approved by the board of health, and was ratified Thursday by the employees. City nurses are expected to ratify their contract next week.

Modification of the no-strike order for the three groups of employees was approved by Ted Iorio, attorney for the city labor unions, and Jeffrey Goldstein, attorney for the Toledo Police Command Officers Association.

Judge Kiroff also set a trial Nov. 15 on the city's request that the temporary nonstrike order be made permanent as to all the city labor unions.



UNION SPOKESMEN, CITY OFFICIALS CONFER IN COUNCIL CHAMBERS
Top, Mr. Hendrix, at left, and attorney Ted Iorio; above, Mr. Porter and Mayor DeGood

Council Votes To Defer 2 Pct. City Wage Boost

6 Unions OK Modifications In Contract

City Council by a 7 to 2 vote today enacted an ordinance that would defer a 2 per cent wage increase for city employees until Jan. 1, although some councilmen expressed reservations about a tentative agreement that had been reached between City Manager J. Michael Porter and the city's municipal unions.

Councilmen Carty Finkbeiner and Donna Owens, both Republicans, cast the negative votes. Mrs. Owens said she would have voted affirmatively if Council had acted on the total package agreed to by the manager and unions.

Members of the city's six unions approved modifications in their 1979 contracts Monday and this morning, as the city manager worked on a plan to ease the city's financial problems. The modifications included the 2 per cent wage deferral.

The Council action means that city workers will continue to receive their quarterly cost-of-living wage increases and their longevity bonuses, which are based on the number of years employees work for the city.

Both Mayor Doug DeGood and Councilman Finkbeiner said that they want the city to negotiate with the unions for more concessions.

11-Point Agreement

The agreement that Mr. Porter reached with the unions has 11 points, and at the meeting today councilmen wanted clarification on some and objected to others.

Members of Teamsters Local 20, Toledo Police Patrolmen's Association Local 10, and American Federation of State, County, and Municipal Employees locals 7 and 2058, ratified the proposed changes in votes taken Monday. Fire Fighters Local 92 approved the changes Monday night and this morning.

Also approving the changes Monday night were members of Toledo Police Command Officers Association, which has about 150 members.

Bill Dunn, patrolmen's association president, said members of his union, which represents about 500 patrolmen, approved the changes by an "overwhelming" margin.

"I think our guys are coming to grips with the problems the city faces, and are doing their fair share," Mr. Dunn said this morning before the Council meeting.

'A Solid Majority'

Charles Hendrix, regional director of AFSCME, said members of Locals 7 and 2058 gave the modifications "a solid majority."

He said there was no precise count available because Local 2058, with about 200 members, voted by a show of hands. Local 7, with about 1,050 mem-

bers, stopped counting when votes in favor of the modifications surpassed half the number of those voting, Mr. Hendrix said.

Bob Lemle, business agent for the approximately 275 city-employed members of Local 20 of the Teamsters, said his membership voted "better than 2-1" to accept the modifications.

Most of the votes were cast Tuesday afternoon as City Manager Porter met with councilmen to try to enlist their support for the tentative agreement he reached last Thursday with the city's four largest unions.

"We've got a long session of council ahead," Mr. Porter said.

Mr. Dunn said he expected a "volatile" Council meeting today.

He said the TPPA considers the agreement signed by Mr. Porter to represent the general position of the city, and that the agreement is not something Mr. Porter worked out alone.

Midst Of 3-Year Contract

The unions are in the midst of a three-year contract reached in July, 1979. Members have to vote on any concessions, and City Council also has to approve any changes in the contracts.

(Technically, neither the fire fighters nor the police patrolmen have signed contracts with the city and have not had contracts since their strike in the summer of 1979. Neither Mr. Dunn nor Mr. Porter could say whether acceptance of the modifications by those groups also would represent acceptance of the contract unilaterally adopted by City Council after the strike.)

While the modifications will not halt the expected layoffs of some 260 workers July 17, the agreement would save the jobs of others the city would have to lay off if it didn't get concessions from the unions.

Mr. Porter said Monday night that he needs City Council's approval of the plan today if he is to begin the layoff process. He said he also needs approval for deferral of the pay raise, which was to begin Wednesday.

The agreement between the unions and the city manager has 11 points, but union officials said Monday that they consider the deferral of the 2 per cent increase the most volatile.

Other points in the agreement are:

► If a new payroll-income tax increase is approved by voters, the city would recall workers who lose their jobs in July's layoffs "as soon as possible."

► The city manager will try to defer the \$6.8 million liability facing the city as it changes to a new accounting system. The deferral would be "over a number of years, rather than one year."

► The city manager will "meet with and encourage" the business community to put some of the money from the city's hotel and motel tax into the general fund.

► City employees will continue to receive other benefits negotiated in their 1979 contracts, and the city will not try to take them away unilaterally.

— Blade Photos

City Believed Offering Higher Raises To Patrolmen's, Fire Fighters' Unions

Sources Say Safety Employees Asked To Give Up COLA

By BOB ROSE
Blade Staff Writer

Toledo city officials are trying to negotiate wage packages with unions representing police and firemen that would be double the percentage increases offered to two other municipal unions, The Blade learned Tuesday.

Although top city officials would not confirm it, sources familiar with the situation said that City Manager David Boston has proposed to the patrolmen's and fire fighters' unions wage increases of 8 per cent effective October, 1982; 6 per cent in August, 1983, and another 6 per cent in June, 1984.

In contrast, the sources said, the city is offering wage increases of 4, 3, and 3 per cent to members of Teamsters Local 20 and American Federation of State, County, and Municipal Employees Local 7.

If different wage agreements are negotiated, it would be a sharp break from the 1979 contracts, which gave all four unions 2 per cent increases in each of three years of the contract. Neither the patrolmen's nor the firemen's unions ratified those contracts, though they did return to work after a two-day general strike.

Would Give Up 2 Items

The sources said that in return for the higher wage increases, the patrolmen's and firemen's unions are being asked to give up the portions of their contracts calling for cost-of-living increases and longevity payments. Longevity payments would be converted into cents-per-hour, and the wage increases would come on top of that and previous cost-of-living increases.

It was not clear Tuesday what would be asked of the Teamsters and AFSCME, but Mayor Doug DeGood has repeatedly said he wants to get cost-of-living and longevity payments out of the city's contracts with its workers.

The current contracts with the four unions do not expire until June 30, 1982, but Mr. DeGood conceded Tuesday that "conversations" have taken place between Mr. Boston and John Brancheau, president of Fire Fighters Local 92.

Mr. Boston would only say that he has spoken with municipal union leaders since he was named city manager in September.

"They have involved a number of issues, and it would be premature for me to say anything," he said.

Confirms Secret Discussions

But Mr. Brancheau said Tuesday that he has had secret discussions with Mr. Boston over the last two months, and that "because of that secrecy, we've been able to progress."

Both Mr. Brancheau and Mayor DeGood said an agreement has not been reached, but Mr. Brancheau added: "Before I leave office, there may be something. Whether it can immediately be agreed on, only God knows. There is a lot going on."

Mr. Brancheau is to leave his post as union president Jan. 13, when Paul Horne, another lieutenant in the fire division, is to take over.

Asked if he would be willing to give up the cost-of-living portion of the fire fighters' contract, Mr. Brancheau said that "anything can be negotiated" provided the union gets something in return.

Unions Together In Strike

The four major unions representing Toledo's city employees held together before, during, and after the city workers' strike in July, 1979, under a coalition called the United Council of Municipal Employees.

Mr. Brancheau said he has kept the other three unions in U-COME informed of his talks with Mr. Boston.

But he added: "My first concern is the membership (of the fire fighters union). I must first look out for their benefit."

He also said that any tentative agreement he reaches with the city would have to be voted on by the 490 members of his union.

Other Contract Items

If the patrolmen and fire fighters' unions do agree on a wage package with the city, there could still be other items to negotiate in a new contract with the city, such as fringe benefits and working conditions.

The city is considering hiring lawyers or a law firm to negotiate those issues and to negotiate with the other two major unions. The firm most often mentioned is Spengler, Nathanson, Heyman, McCarthy & Durfee.

Frank Pizza, a former city law director who is experienced in negotiations between the city and municipal unions, joined that firm when he retired as law director earlier this year. Also with that firm is James Duggan, whose name has come up along with Mr. Pizza's as a possible negotiator for the city. Mr. Duggan also has represented the Toledo board of education in negotiations with unions representing its employees.

Toledo was hampered in the 1979 talks and strike by a lack of experienced negotiators. Mayor DeGood has acknowledged that the situation is not much better now, as only Mr. Boston and Angelo Tokles, city personnel director, have the desired experience.

Mayor's Explanation

Mayor DeGood declined Tuesday to discuss details of the talks between City Manager Boston and Mr. Brancheau. But he did explain why the city is considering hiring outside help.

"We no longer have a commissioner of employee relations," he said, referring to William O'Connor, who was laid off last July. "In terms of internal staff, we may have an inability to negotiate on our own behalf and might benefit from the expertise of those who do it for a living."

He said the manager's talks with Mr. Brancheau "are not in any sense formal negotiations," but acknowledged there is a "probability" that the city would offer a higher wage package to the police and fire unions than to AFSCME Local 7 and Teamsters Local 20.

"The Hay study points out very clearly that many of the positions in Local 20 and Local 7 make disproportionately more than their counterparts in the private sector or counterparts who are public employees in other cities," he said. "We have to get those costs back in line."

The Hay study, prepared by Hay Associates of Chicago and released earlier this month, recommended wiping out the cost-of-living allowance for city employees and reducing many lower-level job salaries.

The study did not make recommendations on police and fire salaries, but Mayor DeGood said that compared with cities of similar size, "police and fire salaries in the city of Toledo appear to be in the reasonable range."

Although the last 2 per cent wage increase for city workers was to have come last July 1, that was delayed six months as a result of a June agreement between the unions and former City Manager Michael Porter. It is effective Friday.

One of the bargaining chips the city has in trying to come up with agreements on new contracts is the mayor's effort to put the cost-of-living and longevity provisions to a public vote.

Rather than lose those provisions without getting anything in return, the unions could be willing to give up one or both of them in exchange for higher wage increases than they have had in the past.

Leu Says Others' Acceptance Of Offer Would Peril Council

George Gerken, acting president of the 439-member Toledo Police Patrolman's Association, declined comment.

But Harold Leu, president of Teamsters Local 20, which represents some 260 refuse collectors and workers in the water reclamation division, said today that his union has had no formal negotiations with the city on a new contract.

"I'm not in a position to know what's going on," he said. "But if the city is going to try to give higher increases to the police and fire unions with an attempt to divide U-COME, and if the police and fire unions accept it, then as far as I'm concerned, we're not going to stick together in U-COME."