

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
(Local 38)

Agreement Reached: November 5, 2025
Ratified by Membership: November 6, 2025

There follows a summary of the key amended terms of April 1, 2025, through March 31, 2028, labor contract based on the negotiated agreement of the City of Cleveland and the International Brotherhood of Electrical Workers, Local 38 (Electrical Safety Inspectors), as ratified by the membership on November 6, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE 33

- Three (3) percent base wage increase in each year of the contract.
- Starting rates for ESI Interim and ESI Trainee increase from \$28.74 to \$31.00 and from \$27.60 to \$29.00, respectively, to attract new employees to begin working within the department.
- Remove the clause requiring a minimum of one (1) year in each level of Inspector 1 through Inspector 4 for employees who pass the required testing to move to the next level. This change is designed to attract new employees and encourage advancement.

2. VACATION – ARTICLE 32

Modified the language in the vacation article to comport with the vacation accrual procedures for non-bargaining employees. Employees will receive two (2) weeks of vacation after 30 days and three (3) weeks of vacation after five (5) years rather than eight (8) years. Employees will also accrue vacation in the same manner as non-bargaining employees starting in 2026.

3. UNIFORMS – ARTICLE 37

Increased the clothing allowance for this bargaining unit from \$300 to \$500 per year.

4. DISCIPLINE – ARTICLE 36

Add language to eliminate the need for pre-disciplinary hearings for every disciplinary action. Managers will only be required to hold a pre-disciplinary hearing for discipline resulting in a loss of pay. This will cut down on some administrative burden and cost. We also extended the timeline in which management must take disciplinary action. We also extended the review period for Progressive Discipline from two (2) years to three (3) years.

5. MEMORANDUM OF UNDERSTANDING

We agreed upon a Memorandum of Understanding with respect to hiring part-time employees. This is important to increase the available workforce while not extending the terms of the contract. We will discuss assignments of part-time employees but will retain all Management Rights.