

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
LiUNA Local 860 – Supervisory & Non-Supervisory
(Approximately 400 employees)

Agreement Reached: September 23, 2025
Ratified by Membership: October 24, 2025

The following is a summary of the key amended terms of April 1, 2025 through March 31, 2028 labor contracts based on the negotiated agreements of the City of Cleveland and LiUNA Local 860 (Supervisory and Non-Supervisory), as ratified by the membership on September 23, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. Entry Level Lateral Transfers

The parties agreed to new language that allows current employees to more easily laterally transfer to internal vacancies without the need to utilize burdensome testing so long as the current employee satisfies prerequisites established by management.

2. Holidays

The parties agreed to memorialize election day as a recognized holiday pursuant to applicable City Policy and Ordinance.

3. Vacation

The parties agreed to modify 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.

4. Insurance

The parties agreed to add a clause notifying employees that the City will increase employees' health insurance contributions in 2026 and 2027 to bring it up to

contractual levels. This will create meaningful cost savings for the City over the life of the contract.

5. Discipline

The parties agreed to 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.

Moreover, the parties agreed to establish a records retention schedule that clearly defines how long prior discipline will be utilized when considering new disciplinary action.

The parties also agreed that employees who are required to have a driver's license as a condition of employment, two DUI convictions within 10 years shall subject said employee to termination. This provision shall not apply to any DUI conviction occurring before final execution of this Agreement.

6. Dashboard Cameras

The parties agreed to a Memorandum of Understanding that allows the City to utilize dashboard cameras in airport vehicles to ensure rules and regulations are followed by employees while operating airport vehicles and ensure the safety of all individuals.

7. Seasonal Employees

The parties agreed to reclassify a specified group of seasonal employees that had worked a minimum of fifty weeks annually for the past three years as full-time employees. This agreement ensures that the City is following all applicable laws and regulations and equitably treats its employees.

8. Compensation and Economics

The parties agreed to the following general wage increases:

- a. April 1, 2025: 3%
- b. April 1, 2026: 3%
- c. April 1, 2027: 3%

The parties agreed to the following equity adjustments in order to ensure equitable compensation for duties performed:

- a. Assistant Superintendents of Waste
 - i. Effective April 1, 2025, \$38.79 before application of the GWI

- b. Waste Foreman 1
 - i. Effective April 1, 2025, \$33.00 before application of the GWI
- c. Airport Field Foreman
 - i. Effective April 1, 2025, add \$1.60, before the application of the GWI, for Airport Building Foreman—to a rate of \$32.16 before application of the GWI.
 - ii. Effective April 1, 2025, add an additional \$2.25 to the Airport Field Foreman to \$34.41. before the application of the GWI
 - iii. Add a red circle for previously red-circled Airport Field Foremen by adding Christopher Walls, Rasool Abdussatar, Dencil Duhaney, and Michael Murphy.
- d. Cemetery Maintenance Man 1
 - i. Effective April 1, 2025, adjusted to REMW rate
- e. Practical Nurse
 - i. Effective April 1, 2025, \$27.33 before application of GWI.
- f. Engineering and Construction Inspector
 - i. Effective April 1, 2025, \$29.00 before application of GWI
- g. Parking Enforcement Supervisor
 - i. Effective April 1, 2025, \$25.25 before application of GWI
- h. Ground Maintenance Foreman
 - i. Effective April 1, 2025, \$29.42 (\$1.24) before the application of GWI
- i. Arborist
 - i. The parties agreed to place Arborist 2 in the non-supervisory bargaining unit and to create a wage grade that increases the maximum rate to \$31.22 before the application of the GWI to better attract and retain arborists within the City.
- j. The parties agreed to increase the shift differential from \$0.35 an hour to \$0.47 an hour.
- k. The parties agreed to increase the uniform allowance from \$300 to \$350.

1. The parties agreed to increase the basin crew stipend to \$2.00 an hour. This increase adequately compensates employees for performing difficult and dangerous job duties.