

EXECUTIVE SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(IBT LOCAL 507 – GUARDS)

(Approximately 22 employees)

Agreement Reached: October 21, 2025
Ratified by Membership: October 26, 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 Teamsters, Local 507 (Guards) as ratified by the membership on October 26, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES

Three percent (3%) base wage increase in each year of the contract.

2. HEALTH COVERAGE

The City and Local 507 agreed to transition employees in all the Local 507 bargaining units to the Cleveland Bakers and Teamsters health insurance. This change will be effective on January 1, 2026. This may result in a SIGNIFICANT cost savings for the City. The transition assisted the City in making some of the wage adjustments, and satisfying some of the management objectives mentioned above under wages.

3. VACATION

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.

4. SHIFT PREMIUM

Increased the Shift Premium from \$.35 to \$.47 in accordance with the pattern established by other bargaining units in the City.

5. CLOTHING ALLOWANCE

Increased the clothing allowance for all employees receiving a clothing allowance by \$50 per year.

6. DISCIPLINE

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.