

EXECUTIVE SUMMARY
between
THE CITY OF CLEVELAND
and
UTILITY WORKERS UNION OF AMERICA, AFL-CIO
(UWUA LOCAL 270)

(Approximately 60 employees in the bargaining unit)

Agreement Reached:	August 27, 2025
Ratified by Membership:	September 9, 2025

The following is a summary of the key amended terms of the April 1, 2025, through March 31, 2028, labor contract based on the negotiated agreement of the City of Cleveland and the Utility Workers Union of America, Local 270 (Water Plant Operators, Stationary Engineers, Boiler Room Operators), as ratified by the membership on September 9, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE 34

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

2. HEALTH COVERAGE – ARTICLE 46

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.

3. ARTICLE 26, OVERTIME

Allow employees to accrue forty-eight (48) hours of compensatory time in lieu of overtime pay.

4. SHIFT PREMIUM – ARTICLE 29

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

5. VACATION – ARTICLE 31

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.

6. CLOTHING and ALLOWANCE – ARTICLE 41

Increased the clothing allowance of Water Plant Operators for this bargaining unit from \$150 per year to \$200 per year, and the tool allowance for Building Support increased from \$250 to \$300.

7. STAFFING (OEPA LICENSE INCETIVE PAY) – ARTICLE 45/ADDENDUM 1-A

Water Plant Operators are required to hold OEPA Water Operator Licenses. They are required to obtain a Class I license upon hire. They are required to obtain a Class II license within 5 years and a Class III license within 8 years. Employees with a Class II or III license receive additional compensation. Because it is a requirement to hold such licenses, the license pay they receive is essentially part of their regular salary. These amounts have remained the same since 2016. Under this Agreement, those amounts have been increased as follows: Class II increase from \$.50/hour to \$1.00/hour; Class III increase from \$.75/hour to \$1.75/hour.

8. BUILDING SUPPORT PERSONNEL (NATE CERTIFICATION PAY) – ARTICLE 42/ADDENDUM 1-B

Employees in Building Support/Maintenance are able to obtain certifications. For certain certifications, they receive an increase in pay. Certain certifications became obsolete, while other certifications that were not included in the contract became more important. Under this contract, the certifications pay for Commercial Refrigeration will be removed, and a certification for boiler operator/stationary engineer will be added. Each certification pay will be increased from \$.75/hour to \$1.00/hour at the lower level and increased from \$1.25/hour to \$1.50/hour at the higher level. The boiler operator certification will contain three levels because there are three types of certifications for this type of work: \$1.00/hour for low pressure operation; \$1.50 for high pressure operation; \$2.00/hour for Stationary Engineer certification.

9. 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.