

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
IBPAT LOCAL 639

(Approximately 10 employees)

Agreement Reached: November 2, 2025
Ratified by Membership: November 10, 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 IBPAT Local 639, as ratified by the membership on November 10, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. Article 15, Leave of Absence

The parties agreed to add language to this Article limiting extensions of unpaid sick leave to a maximum of six additional months. The parties also agreed that eligible employees shall receive parental leave benefits in accordance with the City of Cleveland's Parental Leave Policy, as amended.

2. Article 20, Holidays

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

3. Article 21, Vacations

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. Article 22, Uniforms

The parties agreed to increase the uniform maintenance allowance from \$575 to \$600 annually. The parties agreed to increase the shoe-purchasing allowance from \$130.00 to \$155.00 annually.

5. Article 23, Insurance Coverage

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.

6. Article 24, 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.

7. Article 26, Wages

The parties agreed to the following general wage increases:

April 1, 2025 – five percent (3%) general wage increase, retroactive

April 1, 2026 – two percent (3%) general wage increase

April 1, 2027 – two percent (3%) general wage increase

The parties agreed to increase the plus-adjustment provided to temporarily assigned employees from 5% to 10% of the bottom of the pay band for the temporary or higher paying job classification.

Finally, the parties agreed to pay any bargaining unit member performing preapproved fabrication work an additional \$1.00 per hour for all hours worked performing fabrication work.