

EXECUTIVE SUMMARY
between
THE CITY OF CLEVELAND
and
Cleveland Building and Construction
Trades Council

(Approximately 100 employees currently in the bargaining unit)

Reached:	October 6, 2025
Ratified by Membership:	October 16, 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 Cleveland Building and Construction Trades Council, as ratified by the membership on October 16, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. Article IX, Layoffs and Recalls

The parties agreed to add language to this Article allowing the City to layoff employees when changes in departmental organization result in the abolishment of one or more positions.

2. Article XI, Leaves of Absence

The parties agreed to add language to this Article limiting extensions of unpaid sick leave to a maximum of six additional months.

3. Article XII, Working Conditions

The parties agreed to additional language in this Article that provides employees with four (4) or eight (8) hours of relief time on their following shift should they have worked a sixteen (16) or twenty-four (24) hour straight the immediate shift preceding, respectively.

The parties also agreed that a foreman shall be appointed when one or more tradesmen are being supervised in a division when working.

4. Article XIII, Holidays

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

5. Article XIV, 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.

6. Article XV, 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.

7. Article XVI, 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.

8. Article XVIII, Compensation

The parties agreed to increase the Foreman rate from \$1.25 to \$1.75 over the journeyman rate.