

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(IBT LOCAL 507 – FULL TIME DRIVERS AND MAINTENANCE WORKERS)

(Approximately 244 employees)

Agreement Reached: October 7, 2025
Ratified by Membership: October 18, 2025

There follows 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 International Brotherhood of Teamsters, Local 507 (Full-time drivers and maintenance workers) as ratified by the membership on October 18, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE XXX

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

The following additional adjustments were made to individual positions:

Ground Maintenance Driver II – Additional increase of \$1.24 to equalize the position with Streets Maintenance driver based on the equality of the required qualifications.

Parking Enforcement, Traffic Controller, Animal Control Officers – Additional \$2.00 due to their low wages and extreme difficulty in recruiting and retaining. This was a management priority.

Waste Collection Driver – additional increase of \$.28 (1%)

The following positions were added (with corresponding wage rates):

Truck Driver – Public Utilities – An additional position was created for these drivers who hold a Class A CDL License. The position was placed at \$.54 (2%) higher than the same drivers with a Class B CDL (\$26.92).

The distinction between Burke and Hopkins maintenance workers/drivers was eliminated and both positions are paid at the same rate (\$28.04). This was a management priority.

The Airport added a new position titled “Advanced Airport Field Maintenance Specialist.” These employees are required to hold a Ground Vehicle Operator (GVO) certificate, and their pay rate is the same as the other “Advanced Drivers” in this bargaining unit (\$30.29). This was a management priority.

2. HEALTH COVERAGE – ARTICLE XXIV

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. SHIFT SCHEDULING – ARTICLE XXI

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

4. VACATION – ARTICLE XXIII

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.

5. CLOTHING ALLOWANCE

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

6. DISCIPLINE – ARTICLE XXVI

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.