

**EXECUTIVE SUMMARY OF AGREEMENT****BETWEEN****THE CITY OF CLEVELAND****AND****INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 39  
Chief Electric Transmission Operators****(Approximately 5 employees currently in this bargaining unit)****Reached: November 13, 2020  
Ratified by Membership: January 20, 2021**

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The parties reached final mutual agreement for an addendum to the 2019-2022 City of Cleveland (“City”) and International Brotherhood of Electricians, Local 39 (“Union”) collective bargaining agreement applicable to a bargaining unit comprised of the “Chief Electric Transmission Operator” classification pending ratification of final terms by bargaining unit membership and approval of City Council. The “CETO Addendum” terms are agreed to as follows:

**ADDENDUM  
for the  
Chief Electric Transmission Operator  
Bargaining Unit**

Pursuant to the State Employment Relations Board (“SERB”) decision on August 30, 2019 in SERB Case No. 2018-REP-06-0060, the International Brotherhood of Electrical Workers, Local 39 (“Union”), was recognized as the exclusive bargaining representative of a bargaining unit comprised of full and regular part-time City of Cleveland (“City”) employees in the Chief Electrical Transmission Operator classification.

The Union is also the exclusive bargaining representative of another bargaining unit of City employees, for which the City and the Union have an existing collective bargaining agreement (the “IBEW Agreement”). The City and the Union agree that terms and conditions of employment applicable to the Chief Electric Transmission Operator bargaining unit will be those generally applicable to employees under the IBEW Agreement except where such terms are specifically applied to other job classifications and except as specifically set forth in this Addendum as follows:

1. **ARTICLE 2 - RECOGNITION- CHIEF ELECTRIC TRANSMISSION OPERATORS**

The Union is recognized as the sole and exclusive representative for all employees of the City in the Chief Electric Transmission Operator classification of the bargaining unit for purpose of establishing rates of pay, wages, hours, and other terms and conditions of employment.

2. **ARTICLE 7 - UNION SECURITY AND CHECK OFF**

Employees in the Chief Electric Transmission Operator classification bargaining unit will be subject to the provisions of Section 7.01 of the IBEW Agreement upon ratification of this Addendum.

3. **ARTICLE 18 - HOURS OF WORK**

The normal work week for regular full-time Chief Electric Operator employees shall consist of forty (40) hours per week. Employees will work a rotating schedule that regularly includes a minimum of two (2) consecutive days off per week (exclusive of overtime). Employees will continue allowed to take meals during working hours and take reasonable breaks with notice to and the permission of supervisors as operational needs allow (such permission will not be unreasonably denied).

4. **ARTICLE 31 – SHIFT PREMIUM**

Effective upon execution of this Addendum, Chief Electric Transmission Operators will receive the shift premium set forth in Article 31.

5. **ARTICLE 36 – CLOTHING ALLOWANCE**

Effective January 1, 2021, the Chief Electrical Transmission Operators will wear the uniforms the City provides per Section 36.02 of the IBEW Agreement and will receive the tool/clothing maintenance allowance of eight hundred and seventy-five dollars (\$875.00) as set forth in that Section.

6. **ARTICLE 38 – WAGES**

Retroactive to April 1, 2020, Chief Electrical Transmission Operators will receive a two percent (2%) increase to base pay for all current employees and employees who retired through the Ohio Public Employee Retirement System after April 1, 2020 but prior to execution of this Addendum.

Effective April 1, 2021, and subject to the provisions of Section 37.03, Chief Electrical Transmission Operators will receive a two percent (2%) increase to base pay.

7. **ARTICLE 40 – DURATION**

This Amendment will take effect upon ratification and remain in effect pursuant to the terms of the IBEW Agreement.

8. **APPENDIX A – CLASSIFICATION PROGRESSION**

The classification progression for Chief Electrical Transmission Operator will be:

Junior Electrical Switchboard Operator – Senior Electrical Switchboard Operator – Chief Electrical Transmission