

LEGISLATIVE SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL ASSOCIATION OF THEATER AND STAGE EMPLOYEES (IATSE
LOCAL 27)

(1 full-time and 20 casual employees)

Agreement Reached: May 8, 2026
Ratified by Membership: May 25, 2026

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 Association of Theater and Stage Employees, Local 27 (Stagehands), as ratified by the membership on May 25, 2026. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES

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

Effective April 1, 2025, full time Stagehands shall receive:

April 1, 2025 (retroactive) 3%	April 1, 2026 3%	April 1, 2027 3%
\$39.56	\$40.75	\$41.97

Casual Stagehands shall receive the following hourly rates of pay:

April 1, 2025 (retroactive) 3%	April 1, 2026 (retroactive) 3%	April 1, 2027 (retroactive) 3%
\$37.97	\$39.11	\$40.28

2. HOSPITALIZATION

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. VACATION

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.

4. DISCIPLINE

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.