



City of Cleveland
Justin M. Bibb, Mayor

August 27, 2025

Mr. Blaine A. Griffin, President
Cleveland City Council
601 Lakeside Ave.
Cleveland, Ohio 44114

Re: **Request for Legislation** - Ratification of the Communications Workers of America (CWA), Local 4340 Collective Bargaining Agreement and Pay Band Legislation (Section 23) - September 15, 2025 Meeting

Dear Council President Griffin:

I am requesting legislation be passed under suspension at the September 15, 2025 meeting:

- Ratification of the successor collective bargaining agreement for 04/01/25 - 03/31/28 reached between the City of Cleveland and the Communications Workers of America (CWA), Local 4340 ratified by the union membership on August 6, 2025; and
- Amend Pay Band - Section 23 in Ordinance 194-2021. The maximum rates are increased by one-half (1/2) percent to account for any rounding issues at time of implementation.

I am requesting this legislation be addressed under suspension, as it became effective 04/01/25, for the implementation of terms and conditions of the collective bargaining, including compensation.

If you have any questions, please contact me at (216) 664-2458. Thank you for your consideration of this request.

Sincerely,

Matthew J. Cole
Director of Human Resources

Cc: Bradford Davy, Chief of Staff
Ryan Puente, Deputy Chief of Staff/Chief of Government Affairs
Rachon Long, Director of Civil Service

Mike Culp, Senior Advisor

Egdilio Morales, Assistant Director of Human Resources

Mark Chimo, Labor Relations Manager

Andre Reynolds, Legislation Liaison, Department of Finance

Lonya Moss-Walker, Commissioner of Accounts, Department of Finance

Tiffany Fischbach, Chief Assistant Director of Law

Nancy Lanzola, Project Director, Department of Law

Ursula O'Hannon, Project Specialist, Department of Law