

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

(Approximately 105 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 (Seasonal 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.

2. 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.

3. CLOTHING ALLOWANCE

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

4. 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.

5. MOU TRANSITION TO FULL-TIME/REMOVAL OF ADDENDUM II

Agreed to a memorandum of understanding to convert several seasonal employees to full-time based upon their work schedule (working 50 weeks per

year for several years) and their benefits eligibility. The deletion of Addendum II removes a source of many grievances.