

**EXECUTIVE SUMMARY**  
**between**  
**THE CITY OF CLEVELAND**  
**and**  
**IAMAW LOCAL 439**

**(Approximately 30 employees)**

**Tentative Agreement Reached:   January 14, 2026**  
**Ratified by Membership:           January 28, 2026**

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The following is a summary of the key amended terms of April 1, 2025, through March 31, 2028 labor contract based on the negotiated agreement of the City of Cleveland and the International Association of Machinists and Aerospace Workers (“IAMAW”) Local 439, as ratified by the membership on January 28, 2026. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

**1. Article 15, Leave of Absence**

The parties agreed to add language to this Article limiting extensions of unpaid sick leave to a maximum of six (6) additional months.

**2. Article 26, Holidays**

The parties agreed to memorialize Election Day as a recognized holiday pursuant to applicable City Policy and Ordinance.

**3. Article 27, Vacations**

The parties agreed to modify 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. Article 29, Insurance Coverage**

The parties agreed to 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.

**5. Article 33, Discipline**

The parties agreed to 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. We also extended the timeline in which management must take disciplinary action.

**6. Article 36, Tool Allowance**

The parties agreed to increase the tool allowance from \$270 to \$350 annually.

**7. Article 37, Wages**

The parties agreed to the following general wage increases:

April 1, 2025 – four percent (4%) general wage increase, retroactive

April 1, 2026 – three percent (3%) general wage increase

April 1, 2027 – two percent (2%) general wage increase

**8. Article 38, Uniform Allowance**

The parties agreed to increase the uniform maintenance allowance from \$175 to \$225 annually.