

**TENTATIVE AGREEMENT SUMMARY
BETWEEN
THE CITY OF CLEVELAND
AND THE
CLEVELAND BUILDING AND CONSTRUCTION TRADES COUNCIL
August 22, 2022***

NON-DISCRIMINATION – ARTICLE 5

- Section 1: revise as follows:

The City and the Union hereby affirm their commitments, legal and moral, not to discriminate or retaliate in any manner relating to employment, including but not limited to, on the basis of race, color, creed, national origin, age (for those age 40 or older), sex (including sexual orientation, gender identity and expression), ~~or~~ disability, genetic background, veteran status, or any other characteristic protected by law.

LEAVES OF ABSENCE – ARTICLE XI, SECTION 4, Military Leave

Replace with the following:

Employees who are members of the Ohio organized militia or members of other reserve components of the armed forces of the United States, including the Ohio national guard, are entitled to a leave of absence from their positions without loss of pay for the time they are performing service in the uniformed services in accordance with Cleveland Codified Ordinance Section 171.57.

HOLIDAYS – ARTICLE XIII

- Section 1, Observed Holidays: Add Juneteenth National Independence Day

DISCIPLINE – ARTICLE XVI

- Section 2, Pre-Disciplinary Conference: Add the following new Subsection (d) and re-letter subsequent subsections accordingly:

If an employee is charged with a felony and held in custody, he shall be placed on an unpaid administrative leave pending the adjudication of his criminal charges. If the employee is convicted of the criminal charges and required to serve a period of incarceration, his employment with the City of Cleveland shall be terminated. If the employee is convicted or pleads guilty but released from custody and not required to serve a period of incarceration or found to be not guilty, the City shall schedule a pre-disciplinary hearing following the adjudication of the criminal charges.

* Please note that wages for this bargaining unit are determined by the prevailing wage laws.

MISCELLANEOUS

- Correct typos and update and delete dates.
- Change references to articles and job titles to coincide with current status.

DURATION – ARTICLE XX

- Three years – Date of ratification or acceptance of Fact-Finder's Report and Recommendations through March 31, 2025