

NEGOTIATIONS BETWEEN
THE CITY OF CLEVELAND
AND
SEIU LOCAL 1

EXECUTIVE SUMMARY OF TENTATIVE AGREEMENT

September 13, 2022

1. **COMPENSATION – ARTICLE 55**

• **Wages**

- Retroactive to 4/1/22 2.0% general wage increase
- Effective 4/1/23 2.0% general wage increase
- Effective 4/1/24 2.0% general wage increase

• **Signing Bonus**

Employees employed as of the date of ratification (ratified by both the bargaining unit and City Council) of the CBA to receive a \$1,000.00 one-time, lump-sum payment, payable within sixty (60) days of ratification.

• **Specific Wage Adjustments**

○ **Animal Care Worker and Canine Enrichment Specialist**

Effective the first pay period in October, enhance step schedule of Animal Care Worker and Canine Enrichment Specialist to equate to Custodial Worker. Employees to be placed on the step commensurate with their seniority.

○ **Bridge Oiler**

Effective the first pay period in October, modify step schedule of Bridge Oiler such that the Start through Step 5 rates mirror the Step 5 through Step 10 rates of the Window Washer step schedule. (Top rate of Bridge Oiler would increase from \$23.72 per hour to \$24.47 per hour.) Employees to be placed on the step commensurate with their seniority.

2. **INSURANCE – ARTICLE 42**

Maintain current contract language.

3. **PURPOSE – ARTICLE 1**

Modify to make pronouns in Agreement gender neutral.

4. **MILITARY LEAVE – ARTICLE 23**

Modify language to specifically reference and apply City Ordinance § 171.57.

5. **EQUALIZATION OF OVERTIME – ARTICLE 36**

¶97 - Modify language to include additional parameters regarding mandatory overtime as follows:

The City shall equalize all overtime among employees within the same classification within a unit or work location. Employees who are offered overtime, and, for any reason, refuse or fail to work the overtime shall be credited as if they had worked the overtime for the purpose of overtime distribution. Emergency overtime cannot be refused. ~~An employee may be excused due to a personal emergency provided a replacement can be obtained in time to meet the City's emergency.~~ **The City shall reasonably consider a request by an employee to be excused from a mandatory overtime assignment due to a personal emergency.** An emergency is defined as an impairment to City services or operations which cannot be delayed until the beginning of the next regular work day.

6. **WORKING CONDITIONS – ARTICLE 39**

Add language requiring provision of PPE.

7. **HOLIDAYS – ARTICLE 40**

Add Juneteenth as a holiday.

8. **UNIFORMS – ARTICLE 50**

Increase uniform allowance from \$300 to \$400 effective in 2023.

9. **DURATION – ARTICLE 60**

Date of ratification through March 31, 2025.