

**TENTATIVE AGREEMENT SUMMARY
BETWEEN
THE CITY OF CLEVELAND
AND THE
MACHINISTS DISTRICT 54, LOCAL NO. 439
November 4, 2022**

City Proposals

1. WAGES -- ARTICLES 37 and 40

- **Wages**

Retroactive to April 1, 2022: 2% increase
Effective April 1, 2023: 2% increase
Effective April 1, 2024: 2% 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.

2. NON-DISCRIMINATION – ARTICLE 7

¶12: 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 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.

3. LEAVES OF ABSENCE – ARTICLE 15, Military Leave

¶¶44-47: 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.

4. ASSIGNMENT OF WORK – TEMPORARY TRANSFERS – ARTICLE 18

\$1/hour for emergency transfers with less than seven days' notice; City to ask first for volunteers who are familiar with the plant where the work will occur based upon seniority and then mandate based upon reverse seniority

5. **JOB EVALUATION AND DESCRIPTION – ARTICLE 19**

¶¶62-63: The City provides the Union with the following notices:

- Create new “Industrial Maintenance Technician 1 and 2” wage rates within new Civil Service “Industrial Maintenance Technician” job description (see attachment) for new hires and current Machinists who wish to volunteer and are eligible to join the new job classification
- Establish wages for Industrial Maintenance Technician 1 at same rates and steps as the current Machinists’ pay rates
- Establish wage for Industrial Maintenance Technician 2 at 5% higher than the current highest-level Machinists’ pay rate
- Current Machinists may transition into the new classification at the Level 2 rate upon demonstrating competence in the list of skills required by the job description (see attachment). Employees who successfully complete the skills assessment within sixty days after the later of the ratification of this Agreement or the creation of the job classification by the Cleveland Civil Service Commission shall receive a wage adjustment to the Industrial Maintenance Technician Level 2 wage rate retroactive to April 1, 2022.
- Persons hired after execution of this Agreement will be placed in the new classification at Level 1 and must demonstrate within three years after hire competence in the list of skills required by the job description to retain employment and receive the Level 2 rate (see attachment)

6. **PROMOTIONS AND TRANSFERS – ARTICLE 20**

¶64: Establish five-day posting period

7. **HOLIDAYS – ARTICLE 26**

¶82: Revise to state that there are twelve (12) paid holidays inclusive of two floating holidays and add Juneteenth National Independence Day as a fixed holiday

8. **VACATIONS – ARTICLE 27**

¶86(g): correct typographical error by changing “20 days” to “2-1/2 days”

9. **DISCIPLINE – ARTICLE 33**

- ¶96a: Add new paragraph:

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.

- ¶98: Revise as follows:

An employee who ~~faces possible~~ disciplined must receive a pre-disciplinary hearing ~~be disciplined~~ within fourteen (14) days ~~of the event(s) upon which the discipline is based from the date the~~ from the date the incident report for said event(s) has been created or the Accident Review Committee or an internal safety committee issues a report. The conclusion of the pre-disciplinary hearing shall be held in abeyance pending the completion of any external safety investigations. Disciplinary probationary periods shall commence on the date of the notice of the discipline letter. In the case of a suspension or discharge, the employee shall be advised of his/her right to have his/her Union representative present and, upon request, will be permitted to discuss his/her suspension or discharge with the Union representative in an area made available by the City before he/she is required to leave the premises. If a Steward is being disciplined, he/she has the right to be represented by a Union Official. Any discipline decision must be made no later than twenty-one (21) calendar days after the pre-disciplinary hearing concludes.

10. GRIEVANCE PROCEDURE – ARTICLE 34

¶104: revise to require filing grievances at Step 2 for wage rates/Step placement

11. UNIFORM ALLOWANCE – ARTICLE 38

- ¶117: Increase shoe allowance \$200, from \$125 to \$325 annually

12. MISCELLANEOUS

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

13. DURATION – ARTICLE 41

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

INDUSTRIAL MAINTENANCE TECHNICIAN

Duties:

- Under supervision assembles, erects, installs, maintains, repairs, calibrates, aligns (including laser alignment), dismantles and rebuilds pumps and motors, filter underdrains and sweeps, bearing assemblies, sludge collection equipment, shafts, piping supports, turbines, motor mounts, louvers, spill containment, chemical storage and feed equipment, and other machinery and equipment used in water plants, pump stations, towers and tanks.
- Assembles, repairs and installs machinery of all kinds or assists other maintenance technicians in doing so.
- Safely operates cranes, tow motors, power tools and hand tools and other motorized equipment.
- Performs basic motor repairs, including replacing bearings, packing, gaskets, components and housings.
- Replaces, modifies and repairs existing piping.
- Repairs and occasionally uses landscaping equipment, including lawnmowers, weed-whackers, blowers, pumps, chainsaws and snowblowers.
- Measures and marks material and performs straightening, cutting, shaping, soldering, welding and testing by others and themselves.
- Does drilling and tapping.
- Identifies faulty equipment through observation and testing metrics.
- Assesses the condition of parts using micrometers, calipers, and specifications.
- Selects the appropriate tools, machines, and materials to be used in preparation of machinery work.
- Cleans, oils and lubricates machinery and equipment either as directed or without direct supervision.
- Cleans tools and work areas as directed.
- Assists in the startup and transfer of operations to emergency backup power (Generators) as necessary and return of operations to normal mode.
- Maintains accurate records of parts, tools and maintenance logs.
- Complies with all applicable safety regulations and policies.
- Either as directed or without direct supervisor, operates lathes, mill machines, drill presses, grinders and other machine tools in fabricating tools and parts as necessary; performs HVAC maintenance and troubleshooting tasks; performs generator maintenance tasks; performs chemical feed equipment maintenance tasks; and other specialized maintenance tasks.
- Assists with the development, instruction and training of less-experienced Industrial Maintenance Technician personnel. Performs additional duties as required.

(Note: this classification utilizes the working titles of Industrial Maintenance Technician I and II. Level I is the entry-level wage rate, and employees are expected as a condition of employment to progress to the Level II wage rate within three (3) years of hire.)

Qualifications:

A high school diploma or GED is required. Qualified candidates must possess either a diploma from a trade school or maintenance and fabrication program OR a minimum of 3 years of full-time paid experience in industrial equipment maintenance and/or in the operation of machine shop equipment in an industrial setting.

Must be able to operate various hand and power tools. Must be proficient performing basic administrative tasks on computers and be able to learn and operate the City's work order management system (including Microsoft Office applications). Must be able to read and interpret blueprints and shop drawings. Must have a basic understanding of mechanical systems and fabrication equipment. Must have the ability to learn the safe and proper operation of equipment such as lathes, mill machines, drill presses, and other machine tools; perform generator maintenance tasks; perform routine facility and production equipment maintenance tasks; as well as specialized maintenance and repair tasks.

Must be able to work in confined spaces. Must pass a respirator fit test. Must be able to walk, climb ladders and steps, crouch, twist, bend and work in awkward positions for extended periods of time. Must be able to lift and carry a minimum of 50 pounds. A valid State of Ohio Driver's license is required.

Transition of Industrial Maintenance Technician Pay

Industrial Maintenance Technicians (IMT) pay increases will be based on a skills evaluation. Schedule A contains a list of skills required by the IMT job description. When employees have successfully demonstrated 80% of these skills to management, they will receive the Level 2 pay rate. Employees who successfully complete the skills assessment within sixty days after the later of the ratification of this Agreement or the creation of the job classification by the Cleveland Civil Service Commission shall receive a wage adjustment to the Industrial Maintenance Technician Level 2 wage rate retroactive to April 1, 2022.

Employees hired after execution of this Agreement will have three years to demonstrate successfully the required skills or be released from employment. If an employee fails to demonstrate successfully a skill, they must wait thirty days for it to be re-evaluated to allow time for practice and therefore successfully demonstrate the skill in question.

Schedule A – Cleveland Division of Water

Skill	Date Demonstrated
1. Center a piece of stock in a 4 jaw chuck	_____
2. Measure the ID and OD of a pipe flange using a tape measure	_____
3. Stick weld 2 pieces of steel together	_____
4. Explain steps to mill a keyway on a shaft	_____
5. Read a drill and tap chart	_____
6. Solder pipe	_____
7. Measure parts with dial calipers and micrometers	_____
8. Set up a laser alignment computer for an alignment	_____
9. Identify the difference between a drill bit, easy out and a reamer	_____
10. Identify the proper tool to disassemble a PVC union	_____
11. Make a gasket using a gasket cutter	_____
12. Correctly apply Teflon tape to a fitting	_____
13. Tool knowledge from the list of required tools	_____
14. Demonstrate knowledge of backup power generator operation	_____
15. Recognition of Chemical feed pump parts and their operation	_____
16. General knowledge of Engine Lathe parts and their operation	_____
17. Knowledge of materials used to make parts	_____
18. Oxy/ Acetylene torch use	_____

I, _____, confirm that I am competent in the skills listed above and acknowledge that they are part of my regular job duties.

Employee

Management

Date

Date

Schedule A – Cleveland Division of Water Pollution Control

Skill	Date Demonstrated
1. Center a piece of stock in a 3 jaw chuck	_____
2. Measure the ID and OD of a pipe flange using a tape measure	_____
3. Stick weld 2 pieces of steel together	_____
4. Read a drill and tap chart	_____
5. Solder pipe	_____
6. Measure parts with dial calipers and micrometers	_____
7. Identify the difference between a drill bit, easy out and a reamer	_____
8. Identify the proper tool to disassemble a PVC union	_____
9. Make a gasket using a gasket cutter	_____
10. Correctly apply Teflon tape to a fitting	_____
11. Tool knowledge from the list of required tools	_____
12. Demonstrate knowledge of backup power generator operation	_____
13. Recognition of sewage pump parts and their operation	_____
14. General knowledge of Engine Lathe parts and their operation	_____
15. Knowledge of materials used to make parts	_____
16. Oxy/ Acetylene torch use m	_____
17. Demonstrate knowledge of monitoring SCADA	_____

I, _____, confirm that I am competent in the skills listed above and acknowledge that they are part of my regular job duties.

Employee

Management

Date

Date