FILE NO. 288-2023-A

ECONOMIC TENTATIVE AGREEMENT SUMMARY
between
THE CITY OF CLEVELAND
and
TEAMSTERS LOCAL 507
(Full-Time and Seasonal)
January 18, 2023

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1. WAGES – ARTICLE XXX (Full-Time); ARTICLE XXVI, Section 1 (Seasonal)

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

Effective at the beginning of the first pay period on or after December 1, 2023, provide equity adjustments of 4% upon the base wages of the following employees:

- Traffic Controller
- Parking Enforcement Officer
- Animal Control Officer

2. INSURANCE – ARTICLE XXIV and ADDENDA XV and XVI (Full-Time)

No changes in benefit levels, out-of-pocket expenses and percentage of employee premium contributions

3. PLUS ADJUSTMENT/SPECIAL RATES PHASE-OUT

a. Differential Addendum – Addendum I (Full-Time)

Section 2, Plus Adjustment Committee:

- Delete the following language:

> **2. Plus Adjustment Committee.** Within thirty (30) days after ratification of this Agreement, the parties shall establish a joint committee, consisting of an equal number of representatives for each party, to analyze and calculate appropriate methods for replacing the current system of plus adjustment compensation by increasing the base hourly wage rates of affected employees. Such methods of replacement must be constructed to provide, to the extent reasonably practicable, that the overall compensation of employees, based upon a two (2) calendar year period immediately preceding implementation of such replacement, shall not be reduced or increased. The joint committee shall meet once per month, or more or less frequently as mutually agreed, to conduct its activities. The joint committee shall issue a report

of its findings and recommendations no later than the start of negotiations for a new agreement. The parties are not bound to accept the recommendations of the joint committee, but are free to adopt these recommendations, either jointly or as a proposal for a new agreement.

b. Parks – Addendum VII (Full-Time)

Section 3, Plus Adjustments:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

> **3. Plus Adjustments.** The City shall provide plus adjustments for operating certain equipment as follows:
>
> $0.75 per hour for Tandem Truck
> $0.75 per hour for Tractor
> $0.75 per hour for Log Truck
> $0.75 per hour for Stump Cutter
> $0.75 per hour for Brush Chipper
> $0.75 per hour for Stage Raker
> $3.80 per hour for Stage Truck
> $1.00 per hour for Vac All
> $1.00 per hour for Sweeper

- Effective at the beginning of the first pay period on or after December 1, 2023, provide the following base wage adjustments:

> Increase the base wage by $1.55 per hour in exchange for phasing out the Tandem, Tractor and Stage Truck Sweeper, Stage Racker, Brush Chipper, Log Truck, Stump Cutter plus adjustments
>
> Increase the base wage by $0.30 per hour as an equity adjustment to equal base rates of Truck Drivers in Utilities and Streets

c. Waste Collection – Addendum IX (Full-Time)

Section 3, Plus Adjustments:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

> **3. Plus Adjustments.** Employees operating the special Equipment listed below on a sporadic basis and not as part of their regular assignment shall receive the following plus adjustments:
>
> Roll Off $1.00 per hour

Boom Truck – S. Axle	$1.00 per hour
Vac-all	$1.00 per hour
Frt. End Loader	$1.00 per hour
Tandem	$0.75 per hour
Dead Animal Collection	$1.20 per hour
One-person trucks adjustment, where applicable)	$1.50 per hour (and Tandem plus

Employees who perform these responsibilities as part of their regular assignment shall not receive the plus adjustment, but instead shall receive the special wage rate for the recognized job title that includes these responsibilities.

- Effective at the beginning of the first pay period year on or after December 1, 2023, provide the following base wage adjustments:

  - Increase the base wage by $3.00 per hour and phase out the Tandem, Sweeper and One-Person Driver plus adjustments

  - Eliminate Cart Maintenance and Dead Animal Truck positions, fold responsibilities into Waste Collection Driver as an assignment at the same rate as Waste Collection Driver

  - Include Front End/Roll-Off and Grapple Truck responsibilities into a full-time Advanced Truck Driver – Waste Collection job classification, at an hourly rate of $28.55 plus any prior across-the-board wage increases under this Agreement, and phase out those plus adjustments

d. Airport – Addendum X (Full-Time)

Section 2, Prevailing Rate Work

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

> **2. Prevailing Rate Work.** All work performed on the following pieces of equipment shall have a pay structure of 70% of prevailing rate maximum (Formula: 70% of Prevailing Rate Maximum minus (-) current rate of pay). Employees assigned to operate any of the equipment listed shall receive a minimum of four (4) hours pay when operating the equipment listed and hour for hour thereafter. No time and one-half rate shall apply when an employee is operating this equipment. No supervisor shall perform work in this area unless there is not an adequate number of qualified and available Airport Maintenance Men:
>
> Asphalt Tamper Brick Layer

Asphalt Raker	Cement Finisher
Asphalt Box Operator	Jackhammer
Front and End Loaders	Backhoe
Graders	Trencher
Roller	Dozer
Tanker	

Employees who are being trained on the equipment listed will not receive premium pay.

Employees operating the Air Hammer when used to pound in the snow fence will not be eligible for premium time.

Section 3, Plus Adjustments:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

3. Plus Adjustments.

A. If the work lasts four (4) hours or more, after four (4) hours maintenance employees shall be paid for hour for hour thereafter. Overtime assignments are made as the situation dictates. No supervisor shall perform this work unless an inadequate number of maintenance men are available.

B. The City and the Union shall meet solely to discuss new equipment being used by bargaining unit employees and what, if any, wage plus adjustment should be adopted.

C. Management will not discriminate and shall equally and fairly rotate personnel who are qualified to operate heavy equipment or perform tasks which pay premium rate. Management retains the right to test personnel, with a steward present, when qualifications are in question.

D. The regular base wages of persons employed in the Airport Maintenance Man classification as of March 9, 2017 shall be adjusted as follows:

1. Each employee's total plus adjustment compensation covering the period commencing on the later of January 1, 2013 or the employee's date of hire ending on March 31, 2017, shall be converted to an hourly wage equivalent, by dividing the employee's total plus adjustment compensation by the total hours worked during the same time period.

2. Each employee's plus adjustment hourly wage equivalent that does not end in a zero shall be adjustment upward to the dollars/cents figure ending in a zero nearest the employee's plus adjustment hourly wage equivalent (e.g., an employee's plus adjustment wage equivalent of $0.890 shall be rounded to $0.90; and an employee's plus adjustment wage equivalent of $0.91 shall be rounded to $1.00).

3. In those instances wherein the recalculation of an employee's hourly rate is adversely affected by extended absences or other events beyond the employee's control, the City shall recalculate his/her pay at the employee's request, based on the average of plus adjustments paid out over the two highest paid calendar years from January 1, 2013 until March 31, 2017.

Section 6, Specialty Work Premiums:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

6. Specialty Work Premiums. A maintenance man who performs responsibilities involving plumbing fixtures, sheet metal fixtures, or roofing that encompass the description of core job responsibilities regularly performed by employees in those trades shall receive $4.00 per hour premium. Supportive work, *i.e.*, moving material/supplies or assisting craftsmen in laboring capacity, does not meet this definition. For an individual to qualify for carpenter-work pay he shall be designated by a supervisor to assist the carpenter, as defined above, in his work and shall receive $3.00 per premium. The Lathe work shall be an additional $3.00 per hour. Employees will be paid a minimum of two (2) hours, and hour for hour thereafter. Employees who are being trained in performing these responsibilities will not receive these premium rates during the training period.

- Effective at the beginning of the first pay period on or after December 1, 2023, establish the following base wage rates for Airport Field Maintenance, Airport Building Maintenance, and Burke Airport Maintenance:

  - Probationary Employees: $21.93/hour;
  - Regular Employees: $25.03/hour
  - Burke Employees: $26.60/hour

e. Department of Public Utilities – Addendum XI (Full-Time)

Section 1, Plus Adjustment Rates:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

1. Plus Adjustment Rates.

Rate #0 Tanker Truck Driver

Rate #1 For operation of any equipment, truck or vehicle not specifically listed in Rates 2, 3, and 4.

Rate #2 Ninety cents ($.90) per hour for operation of a side-o-matic or a truck with an operable hoist, and or for the towing of a backhoe with a dump truck. Ninety cents ($.90) per hour plus adjustment for the operation of a tandem.

Rate #3 Shall be the established rate for the operation of the Hydraulic Boom Truck.

Rate #4 $4.70 per hour for towing of large equipment with a low boy tractor trailer or for loading a truck by using either a back hoe or a front-end loader.

	2019 (2.0%)	2020 (2.0%)	2021 (2.0%)
Rate #0: Tanker Driver	27.44	27.99	28.55
Rate #1: (Base Rate)	22.07	22.51	22.96
Rate #2: (+ $.90)	22.97	23.41	23.86
Rate #3: Hydraulic Boom Truck (+ $1.40)	23.47	23.91	24.36
Rate #4: (+ $4.70)	26.77	27.21	27.66

All bargaining unit members shall receive a plus adjustment for the entire day if a minimum of seventy-five percent (75%) of the day is spent on affected specific equipment. The Rate #4 compensation for loading a truck by using either a back hoe or a front-end loader shall be limited to thirty (30) minutes per load, for a maximum of two (2) hours per shift.

- Effective at the beginning of the first pay period on or after December 1, 2023, provide the following base wage adjustments:
  - Increase the base wage by $0.90 per hour ($23.86) for all DPU Drivers not regularly performing work at Rate #3 and #4

- Increase the base wage by $1.10 per hour as an equity adjustment due to enhanced CDL requirements

- Increase the base wage by $0.50 per hour to incorporate into the base wage prevailing rate work performed by Drivers on the back hoe

- Establish a probationary wage rate for DPU Drivers of $22.96/hour

- Include Rates #3 and #4 into a full-time Advanced Truck Driver – Public Utilities job classification, establish an hourly wage rate of $28.55/hour plus any prior across-the-board increases under this Agreement

Section 3, Shift Premiums and Overtime:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language in Subsection (B)(3)

  When an employee is being compensated at a higher rate of pay (plus adjustment) seventy-five percent (75%) of the time, he shall receive the higher rate of pay if he is on vacation, or reports off sick.

f. Utilities – Addendum XI(A) (Full-Time)

Section 1, Back-Hoe Premium Pay:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

  1. Back-Hoe Premium Pay. Employees in the classification of Truck Driver who operate a back-hoe shall be paid 70% of the appropriate maximum prevailing rate as listed in the City Record for all hours spent operating said back-hoe. The "appropriate maximum prevailing rate" for operating a back hoe by a bargaining unit employee shall be the Construction Equipment Operators – Group B rate, as listed in the City Record. The establishment of an agreed-upon wage rate shall not constitute a guarantee of any minimum amount of back how work by any bargaining unit employee. Nor shall it prevent the City from assigning back how work to qualified employees of other bargaining units at the same or different wage rates.

g. Streets – Addendum XII (Full-Time)

Section 1, Plus Adjustments:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

1. Plus Adjustments. Bargaining unit members shall receive a plus adjustment for entire day if a minimum of twenty-five percent (25%) of the day is spent on the affected specific equipment.

Slurry Driver	$2.00 per hour.
Distributor	$2.00 per hour.
Sweeper Driver	$1.00 per hour.
Flusher Truck (non-Tandem)	$0.35 per hour.
Flusher Truck (Tandem)	$0.75 per hour.
Tandem Truck	$0.75 per hour.
Vac-All	$1.00 per hour.
Guard Rail Truck	$0.75 per hour.

- Effective at the beginning of the first pay period year on or after December 1, 2023, replace with the following:

  Increase the base wage for Streets Truck Driver by $2.75 per hour

  Consolidate the Street Carry-All Driver, Concrete Mixer, Tanker positions and include the Distributor, Flusher and Grapple Truck responsibilities into a full-time Advanced Truck Driver – Streets job classification, establish an hourly wage rate of $28.55 plus any prior across-the-board increases under this Agreement, and phase out those plus adjustments

Section 5, Premium Pay for Driving with Plow/without Rider:

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

  5. Premium Pay for Driving With Plow/Without Rider. The past agreement of $.20 premium pay for driving with the Plow shall be continued and effective regardless of whether the plow is up or down and the $.20 for driving without a rider shall be continued.

Section 6, New Equipment:

- Revise the following language:

  6. New Equipment. The City and the Union shall meet solely to discuss new equipment being used by bargaining unit employees and what, if any, wage ~~plus~~ adjustment should be adopted.

h. WAGES – ARTICLE XXVI, Section 2 (Seasonal)

- Effective at the beginning of the first pay period on or after December 1, 2023, delete the following language:

a.	Flusher (non-Tandem)	$0.35 per hour
b.	Flusher (Tandem)	$0.75 per hour
c.	Tandem	$0.75 per hour
d.	Sweeper	$1.00 per hour
e.	Tractor	$0.75 per hour
f.	VacAll	$1.00 per hour to pick up leaves
g.	Winter incentive	$0.40 per hour

No other plus adjustments shall be provided.

All plus adjustments shall be effective upon ratification.

- Effective at the beginning of the first pay period year on after December 1, 2023, increase the base wage rate for Seasonal employees by $1.95/hour

4. <u>TESTED SEASONAL EMPLOYEE DEFINED – ADDENDUM I (NEW) (Seasonal)v</u>

Add the following to the tentatively agreed-upon language:

Effective upon ratification of the 2022-25 Agreement, any seasonal employee who either has worked three (3) or more consecutive and unbroken years immediately before or three (3) or more consecutive and unbroken years after ratification of the 2022-25 Agreement without being laid off will be considered a full-time employee by the City and will start on a going forward basis accruing benefits and seniority as such.