

EXECUTIVE SUMMARY
for the
2019-2022 COLLECTIVE BARGAINING AGREEMENT
between
THE CITY OF CLEVELAND
and
CWA LOCAL 4340
May 28, 2023

1. COMPENSATION – ARTICLE XXVII

Revise as follows:

The Salary Schedule shall be as follows, with the “Start” rate set at ten percent (10%) above the top paramedic step rate set forth in the CARE collective bargaining agreement for the same period, and the “After 1 Year” rate set at fifteen percent (15%) above the top paramedic step rate set forth in the CARE collective bargaining agreement for the same period.

SALARY SCHEDULE	APRIL 1, 2019 (retro)	APRIL 1, 2020 (retro)	APRIL 1, 2021 (retro)
Start	\$ 64,912.98	\$ 66,211.24	\$67,535.47
After 1 year	\$ 67,863.57	\$ 69,220.85	\$70,605.26

Employees shall move from their current step to the next step on the anniversary date of their promotion, and then move up the schedule on each successive anniversary date.

Employees promoted into the title of EMT Supervisor (Captain) following ratification of this Agreement shall start at the START rate and progress up the steps on the anniversary dates of their promotion.

Wage increases shall be effective (a) during the pay period in which April 1st falls if April 1st falls in the first week of a pay period; or (b) during the pay period following the pay period in which April 1st falls if April 1st falls in the second week of the pay period.

Employees not on the active payroll at the time the contract is executed are not entitled to retroactive payments of wages or other monetary benefits.

2. MISCELLANEOUS

- Change Article numbers throughout CBA to replace Roman numbers with Arabic numbers

- Delete outdated or transitional language and update dates to reflect current contract term

SHIFT ASSIGNMENTS-ARTICLE XIV

Paragraph 4:

The City will staff all employees (except Coordinators) on twelve (12) hour shifts through the expiration of this Collective Bargaining Agreement (March 31, 2022), except as provided below. If the City desires to convert the schedules of the employees back to eight (8) hour shifts, it must commence negotiations with the Union over the decision and the effects of that decision no less than thirty (30) days prior to implementation. Upon expiration of this thirty (30) day period (but no sooner than March 31, 2022), the City may convert the schedules of any of its employees to eight (8) hour shifts

HEALTH COVERAGE -- ARTICLE XXV

Hospitalization/Surgical.

The City agrees to provide single or family coverage, whichever is applicable, for each eligible member enrolled in any of the health coverage plans for the term of the Labor Contract under the terms and conditions set forth in this Article. Employees will be provided benefits in accordance with Addendum A (summary description of benefits effective April 1, 2019). There shall be no duplicate coverage if both spouses are on the City's payroll. There shall be no reduction in benefit levels afforded by said plans unless by mutual agreements of the City and the Union, except as otherwise set forth in this article.

Effective April 1, 2019, members shall contribute a percentage for such plans based on the City's costs or fully-insured equivalent cost of hospitalization, prescription drug, dental and vision coverage to be deducted from the member's wages as follows:

3. TERM OF AGREEMENT – ARTICLE XLIV

Three years – Date of execution through March 31, 2022

EXECUTIVE SUMMARY
for the
2022-25 COLLECTIVE BARGAINING AGREEMENT
between
THE CITY OF CLEVELAND
and
CWA LOCAL 4340
May 28, 2023

1. WAGES – ARTICLE XXVII

Per rank current 10/15% rank differential;

Wage increases based upon rank differential retroactive to April 1, 2022 and April 1, 2023 and effective April 1, 2024.

SALARY SCHEDULE	APRIL 1, 2022 (retro)	APRIL 1, 2023 (retro)	APRIL 1, 2024
Start	\$72,330.49	\$73,777.10	\$75,252.64
After 1 year	\$ 75,618.24	\$ 77,130.60	\$78,673.21

2. INSURANCE – ARTICLE XXV and ADDENDA A and B

No changes in employee percentage premium contributions and out-of-pocket expenses
Update dates to reflect April 1, 2022 – March 31, 2025 CBA

3. NON-DISCRIMINATION – ARTICLE VII

Revise first paragraph 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), disability, genetic background, veteran status, or any other characteristic protected by law.

4. HOLIDAYS – ARTICLE XVI

Add Juneteenth National Independence Day as a paid holiday

Change first sentence to reflect increase in holidays from 11 to 12

5. PERSONNEL RECORDS – ARTICLE XVIII

Increase the shelf-life of prior discipline from 2 years to 3 years.

6. OVERTIME-PREMIUM PAY – ARTICLE XXI

Revise first sentence as follows:

Retroactive to April 1, 2022, all employees who work overtime shall receive time and one-half (1-1/2) their regular rate of pay for all hours worked in excess of their regularly scheduled work hours.

7. DISCIPLINE – ARTICLE XXIII

Administrative Suspensions

Replace the first paragraph with the following:

An employee who is charged with a felony or a misdemeanor offense of being in possession of or under the influence of alcohol or drugs, or for failure to possess a valid driver's license for those employees required to drive a City vehicle and held in custody until the criminal matter is adjudicated 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. Following criminal adjudication of such charges, any discipline undertaken against the employee must be administered within thirty (30) days of the time the Commissioner or the Chief of Operations had knowledge of the adjudication. Such an employee can be placed immediately on unpaid administrative leave following a predisciplinary hearing.

Employees released from custody while the criminal matter is pending, shall be scheduled for any predisciplinary conference within the same time constraints applicable to all other bargaining unit members. Such an employee can be placed immediately on unpaid administrative leave following a predisciplinary hearing.

Employees are required to report to the Commissioner arrests and/or convictions, guilty pleas or no-contest pleas for any of these aforementioned offenses or any lesser or alternative offenses.

8. GRIEVANCE PROCEDURE – ARTICLE XXIV

- Section 1, Steps 2 and 3, revise to require filing grievances at Step 2 for wage rates/Step placement
- Payroll Manager or designee shall participate during the Step 2 hearing

9. UNIFORM ALLOWANCE – ARTICLE XXXI

Revise as follows:

Retroactive to April 1, 2022, all regular full-time employees shall receive an annual maintenance allowance of Three Hundred Fifty Dollars (\$350.00), payable on March 1 and an annual uniform allowance of Five Hundred Twenty Five Dollars (\$525.00), payable on June 1, of each year.

10. MISCELLANEOUS

- Delete outdated or transitional language and update dates to reflect current contract term

SHIFT ASSIGNMENTS-Article XIV

Paragraph 4:

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Effective April 1, 2022 members shall contribute a percentage for such plans based on the City's costs or fully-insured equivalent cost of hospitalization, prescription drug, dental and vision coverage to be deducted from the member's wages as follows:

11. TERM OF AGREEMENT – ARTICLE XLIV

Three years – Date of execution through March 31, 2025