FILE NO. 967-2025-A

LEGISLATIVE SUMMARY

THE CITY OF CLEVELAND
and
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION, BRIDGE ATTENDANTS/OPERATORS LOCAL 1317
(ILA LOCAL 1317)

(Approximately 20 employees currently in the bargaining unit)

Agreement Reached:	July 8, 2025
Ratified by Membership:	July 22, 2025

There follows a summary of the key amended terms of the April 1, 2025, through March 31, 2028, labor contract based on the negotiated agreement of the City of Cleveland and the International Longshoremen's Association, Bridge Tenders Local 1317, as ratified by the membership on July 22, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE 34

   Three (3) percent base wage increase in each year of the contract.

2. HEALTH COVERAGE – ARTICLE 27

   Add a clause notifying employees that the City will increase employees' health insurance contributions in 2026 and 2027 to bring it up to contractual levels. This will create meaningful cost savings for the City over the life of the contract.

3. SHIFT PREMIUM – ARTICLE 22

   Increased the Shift Premium from $.35 to $.47 in accordance with the pattern established by other bargaining units in the City.

4. VACATION – ARTICLE 24

   Modified the language in the vacation article to comport with the vacation accrual procedures for non-bargaining employees. Employees will receive two (2) weeks of vacation after 30 days and three (3) weeks of vacation after five (5) years rather than eight (8) years. Employees will also accrue vacation in the same manner as non-bargaining employees starting in 2026. Finally, employees will be able to take seven (7) days of vacation during "peak" season rather than five (5) days.

5. CLOTHING ALLOWANCE – ARTICLE 28

   Increased the clothing allowance for this bargaining unit from $400 per year to $500 per year.

6. DISCIPLINE – ARTICLE 29

   Add language to eliminate the need for pre-disciplinary hearings for every disciplinary action. Managers will only be required to hold a pre-disciplinary hearing for discipline resulting in a loss of pay. This will cut down on some administrative burden and cost. We also extended the timeline in which management must take disciplinary action.

7. JUMP PROCEDURE – ARTICLE 35

   Removed the compensation for Jump Procedures. Added language which prohibits use of personal vehicles for "jumping" from one bridge to another to cover a vacancy. This will remove a constant source of grievances.

8. TEMPORARY EMPLOYEES – NEW SECTION

   Added language to clarify the City's right to employ temporary employees with a limit of ninety (90) days in accordance with Civil Service Rules. This provision will also alleviate a constant source of grievances.