FILE NO. 968-2025-A

LEGISLATIVE SUMMARY

THE CITY OF CLEVELAND
and
OHIO NURSES' ASSOCIATION, PUBLIC HEALTH NURSES
(ONA)
(Approximately 4 employees currently in the bargaining unit)

Agreement Reached: July 17, 2025
Ratified by Membership: July 18, 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 Ohio Nurses' Association, Public Health Nurses, as ratified by the membership on July 18, 2025. This was accomplished at the bargaining table without having to resort to expensive and divisive impasse procedures.

1. WAGES – ARTICLE 25

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

   A six (6) percent equity increase to assist in talent acquisition based upon local market competition.

2. HEALTH COVERAGE – ARTICLE 32

   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. VACATION – ARTICLE 30

   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.

4. DISCIPLINE – ARTICLE 37

   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.