

**AGREEMENT TO AMEND THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND THE TEAMSTERS LOCAL 436, AFFILIATED
WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
ROAD AND BRIDGE MAINTENANCE DIVISION
PURSUANT TO THE WAGE REOPENER FOR 2026**

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and the Teamsters Local 436, Affiliated with the International Brotherhood of Teamsters (“Union”). The County and the Union are collectively referred to herein as “the Parties.”

Background Facts: The County and the Union are parties to a collective bargaining agreement (“CBA”) governing terms and conditions of employment of the Cuyahoga County Department of Public Works employees in the Road and Bridge Maintenance Division. The CBA is effective from January 1, 2024 through December 31, 2026 and includes a provision for the negotiation of a wage re-opener for 2026 in Article 31, Section 1. The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 31, Section 1 of the CBA between the Parties is amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 31 – WAGES

Section 1. The wage rates for all classifications covered under the terms of the Collective Bargaining Agreement are set forth in Appendix A.

The wage rates for 2024 are effective retroactive to the first day of the first full pay period of January 2024 and are inclusive of a two percent (2%) General Wage Increase (“GWI”). Only those employees who are in active status in this bargaining unit as of the date this Agreement is ratified by County Council shall be eligible to receive the retroactive payment provided herein.

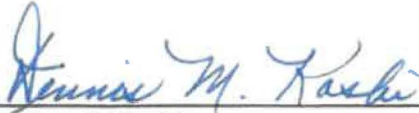
The wage rates for 2025 are effective on the first day of the first full pay period in January 2025 and are inclusive of a two percent (2%) GWI.

For 2026, ~~the GWI shall be subject to a re-opener.~~ **there shall be a two percent (2%) General Wage Increase (GWI), effective the first day of the first full pay period in January 2026.**

The corresponding 2026 updated Wage Rate Table set forth in Appendix A of the CBA is attached and incorporated herein.

The Parties hereby acknowledge and warrant that they understand and agree to all of the terms of this Agreement to Amend the CBA and they affix their signatures below to indicate their assent to such terms:

FOR THE UNION:



Dennis M. Kashi,
President/Business Manager



Fred Crow,
Secretary, Treasurer/Business Agent



Sal Alioto,
Vice President/Business Agent

Date

Approved as to Legal Form:



Ryan Geary, Assistant Law Director

FOR CUYAHOGA COUNTY:



Chris Ronayne, County Executive
By: Katherine A. Gallagher, Deputy Chief of
Staff For Operations and Community
Innovation Pursuant to Executive Order 2023-
0003, dated July 6, 2023

12/10/25

Date

APPENDIX A – WAGE RATES

2026

CONSTRUCTION SERIES	91% tier	94% tier	97% tier	100% rate
Construction Specialist, Road and Bridge	28.82	29.77	30.72	31.67
Construction Foreman				34.70
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FLEET MAINTENANCE SERIES	91% tier	94% tier	97% tier	100% rate
Fleet Mechanic 1	31.24	32.27	33.30	34.33
Fleet Mechanic 2 General Welder Craftsman	33.43	34.54	35.64	36.74
Fleet Mechanic, Lead				37.84