

AMENDMENT TO 2022-2025 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
TEAMSTERS LOCAL 436 AIRPORT
REGARDING 2023 COLA

Cuyahoga County and the Teamsters 436, Local Union No. 436, affiliated with the International Brotherhood of Teamsters, representing Airport Technicians at the Cuyahoga County Regional Airport are parties to a Collective Bargaining Agreement for the period of December 1, 2022, through November 30, 2025 (the "CBA"). This document outlines the Amendment to the CBA.

Pursuant to Article 33, Wages, Section 4, the parties had negotiated a two percent (2%) cost of living adjustment ("COLA") for 2023.

On December 6, 2022, pursuant to Resolution No. R2022-0401, Cuyahoga County Council adopted and approved the 2022-2023 Biennial Operating Budget and Capital Improvements Program Annual Update for 2023. This Resolution includes appropriations/funding for a three percent (3%) COLA for all County Executive employees in 2023.

On January 24, 2023, as part of Resolution No. 2023-0021, Cuyahoga County Council adopted and approved an additional 2022-2023 Biennial Operating Budget and Capital Improvements Program Annual Update for 2023 that includes language authorizing the extension of the same three percent (3%) 2023 COLA to bargaining unit employees, in lieu of the two percent (2%) COLA set forth in the collective bargaining agreements.

Accordingly, retroactive to the first day of the first full pay period in January 2023 (January 1, 2023), bargaining unit employees shall receive a **three percent (3%) COLA in lieu of the two percent (2%) COLA** set forth in **Article 33, Wages, Section 4**, of the CBA. The retroactive payment shall be applicable to those bargaining unit employees currently employed as of the date of full execution of this Amendment. The revised Wage Table set forth in **Appendix A** of the CBA is included and incorporated herein.

This Amendment does not apply to any other compensation and/or wage increases provided to other County employees, shall be made on a non-precedent setting basis, and shall not bind the County beyond the scope of this Amendment.

FOR THE UNION:



Dennis M. Kashi
President/Business Manager

3-8-2023
Date

FOR THE COUNTY:



Chris Ronayne
Cuyahoga County Executive

3/10/23
Date

per EO-2023-0001



Fred Crow
Secretary, Treasurer/Business Agent

3-06-2023

Date



Sal Alioto
Vice President/Business Agent

3-8-2023

Date

Approved as to legal form:



Cuyahoga County Law Department

APPENDIX A
WAGE TABLE

<u>New Hire Airport Tech II</u>	<u>1st full pay in December 2022</u>	<u>January 2023 2% COLA</u>	<u>January 2024 Re-opener</u>	<u>January 2025 Re-opener</u>
Year 1 80% of Airport Tech III rate	\$22.06	\$22.50 22.72	Re-opener	Re-opener
Year 2 85% of Airport Tech III rate	\$23.44	\$23.91 24.14	Re-opener	Re-opener
Year 3 90% of Airport Tech III rate	\$24.82	\$25.32 25.56	Re-opener	Re-opener
Year 4 95% of Airport Tech III rate	\$26.20	\$26.72 26.99	Re-opener	Re-opener
Year 5 100% of Airport Tech III rate	\$27.58	\$28.13 28.41	Re-opener	Re-opener