



CITY OF DETROIT
HUMAN RESOURCES DEPARTMENT
LABOR RELATIONS DIVISION

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November 14, 2025

HONORABLE CITY COUNCIL:

Re: Implementation of the 2024 - 2028 Labor Agreement between the City of Detroit and Employees Represented by DDOT Foremen's Association of America, Local 337 (Non-Supervisory)

The Labor Relations Division is recommending your Honorable Body's official approval of the 2024 - 2028 Master Agreement between the City of Detroit and DDOT Foremen's Association of America, Local 337 (Non-Supervisory).

The Master Agreement covers wages, hours and other basic conditions of employment from July 1, 2024 through June 30, 2028. It has been signed by all parties concerned and meets with the approval of the Labor Relations Division.

We therefore respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

A handwritten signature in blue ink that reads "Valerie A. Colbert-Osamuede".

Valerie A. Colbert-Osamuede
Interim Director, Labor Relations

Attachments



By Council Member _____:

WHEREAS, the City of Detroit and DDOT Foremen’s Association of America, Local 337 (Non-Supervisory) have met the standards for recognition as exclusive agents for their members in the employ of the City of Detroit under Public Act 336 of 1947, as amended, and

WHEREAS, the Labor Relations Division, under the direction of the Mayor, is authorized and directed by the City Charter to act for the City of Detroit in negotiation and administration of collective bargaining agreements, and

WHEREAS, the Labor Relations Division and DDOT Foremen’s Association of America, Local 337 (Non-Supervisory) have met and negotiated this labor agreement which covers wages, hours and other basic conditions of employment through June 30, 2028.

NOW, THEREFORE, BE IT RESOLVED, that the Master Agreement between the City of Detroit and DDOT Foremen’s Association of America, Local 337 (Non-Supervisory), be and is hereby approved and confirmed in accordance with the foregoing communication.

**2024 - 2025 Labor Agreement
between the
CITY OF DETROIT
and
DDOT FOREMEN'S ASSOCIATION OF AMERICA, LOCAL 337
SUMMARY OF CHANGES**

Purpose and Intent

- Added language.

Article 1 Association Recognition

- Changed article name, deleted old language and added new Chapter Recognition language.

Article 2 Management Rights and Responsibilities

- Deleted old language, adding new language for city-wide contractual uniformity.

Article 3 Association's Rights and Responsibilities

- Deleted old language, adding new language for city-wide contractual uniformity.

Article 4 Dues Deduction and Fees Check Off

- Changed article name.
- Deleted old language, adding new language for city-wide contractual uniformity.

Article 5 Association's Representation

- Deleted old language, adding new language for city-wide contractual uniformity.

Article 6 Grievance and Arbitration Procedure

- Deleted old language, eliminated 5 step grievance procedure.
- Added new language implementing 4 step grievance & arbitration procedure for city-wide uniformity.

Article 7 Stipulation to the Grievance Procedure

- ARTICLE DELETED.

Article 8 Time Limit on Monetary Claims

- ARTICLE DELETED.

Article 9 Discipline Procedure

- Changed article name from Discharge and Suspension to **Discipline Procedure**
- Deleted old language, added new language for city-wide contractual uniformity.

Article 12 Special Conference

- Deleted time frame to hold special conferences.
- Added new language allowing either party to request the presence of Labor Relations at the special conference.

Article 13 Non-Discrimination

- Deleted old language, added new language for city-wide contractual uniformity.

Article 14 Seniority

- Deleted old language, added new language for city-wide contractual uniformity.

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**2024 - 2025 Labor Agreement
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SUMMARY OF CHANGES**

Article 15 Probation Periods

- ARTICLE DELETED.

Article 16 Reduction in Force, Layoff, Demotion and Recall

- Changed article name, deleted old language, added new language for city-wide contractual uniformity.

Article 18 Promotions

- Deleted old language, added new language defining promotion requirements.

Article 19 Leave of Absence

- Added new language defining leave eligibility and types of leaves.

Article 24 Wages

- Wage Increases added:
 - Effective upon ratification of this Agreement and City Council approval, all classifications in the bargaining unit receive the general wage increases as follows:
 - 2% effective July 1, 2024
 - 2% effective July 1, 2025
- New Salary Range and Step Code added:
 - All classifications in the bargaining unit will transition to Step Code D and receive the new salary range as listed in Appendix A-Wage Schedule. The new salary range will become effective upon City Council Approval.
- General Wage Increases added:
 - Effective upon ratification of this Agreement and City Council approval, all classifications in the bargaining unit receive the general wage increases as follows:
 - 2% effective July 1, 2026
 - 2% effective July 1, 2027
- All Step Increases are deleted.
- Pay Range Progression added to certain bargaining unit titles' base pay rate for obtaining licensures, certifications and applicable skills and experience:
 - Automotive Repair Foreman
 - Automotive Research Assistant
 - Body Shop Foreman Transit
- Added clean up language defining salaried employees hourly rate computation and remedy for corrections of payroll errors.

NEW ARTICLE PERFORMANCE MERIT

- New language incorporating the **Performance/Merit Planning Process** for all bargaining unit employees.

Article 25 Overtime

- Deleted old language, added new language for city-wide contractual uniformity.

Article 27 Work Week, Work Day, Shift Premium

- Decreased "show up" to two (2) hours.

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**2024 - 2025 Labor Agreement
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SUMMARY OF CHANGES**

Article 29 Sick Leave and Extended Disability Insurance

- Changed article name.
- Deleted old language Sections A. (Casual Leave), B. (Sickness and Accident Insurance), C. (Extended Disability Benefit Insurance), D. and E.
- Added new language discontinuing casual leave and sick and accident benefits for bargaining unit members effective 1/01/2020.
- Added new language effective 1/1/2020 that all bargaining unit employees will participate in General City Sick Leave and accrual benefit.
- Added new language: A. General Sick Leave, B. Departmental Leave and C. Long Term Disability.

Article 30 Unused Sick Leave on Retirement

- Deleted Section C.

Article 31 Hospitalization, Medical Insurance, Dental Insurance and Optical Care Insurance

- Deleted old language and added new language for city-wide contractual uniformity.
- Added Blue Care Network HMO provision for New Hires.

Article 24 Vacation Leave

- Changed article name.
- Deleted old language, added new language for city-wide contractual uniformity.
- Changed Vacation Schedule Chart
- Added language each year's unused vacation hours will be forfeited if not used by September 30th.

Article 33 Holidays and Excused Time Off

- Added new language defining Excused Time days and dates.
- Added eight hours of "Excused Time" for Juneteenth.
- Deleted option that pays holiday pay or granting equivalent time off to employees where the holiday is concurrent with the employee's sixth or seventh workday.
- Deleted double time pay for holidays replacing it with time and a half holiday pay.

Article 34 Funeral Leave

- Added language "Funeral leave shall be limited to a fourteen (14) calendar day period beginning the day of the funeral. The funeral leave is not required to be consecutive days and is subject to Employer approval."
- Added language "In extenuating circumstances, the department head has the discretion to accommodate the needs of the employee for granting funeral leave for an immediate family member or relative as described in this article."
- Added language to D. "If the funeral which the employee attends is more than 300 miles from their residence, the employee may extend the leave by two (2) days to be charged against current sick leave and then reserve sick leave upon their written request."

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**2024 - 2025 Labor Agreement
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SUMMARY OF CHANGES**

Article 35 Jury Duty

- Deleted A.
- Change B. to A. with updated language "In the event an employee reports for jury duty but does not actually serve on a jury, they will be excused for the remaining portion of the day."
- Change C. to B. with updated language "In order to be excused to serve on jury duty, an employee must give reasonably prompt prior notice to their supervisor that they have been summoned for jury duty, and must furnish proof of service to their immediate supervisor for the days which they served."
- Change D. to C. with updated language "Jury duty will be considered as time worked. An employee on jury duty will be continued on the payroll and be paid at their straight time hourly rate for their normal scheduled hours of work, with a guaranteed eight (8) hours pay and eight (8) hour which shall be counted towards the overtime computation."
- Deleted E.

Article 37 Workers' Compensation

- Deleted old language, added new language for city-wide contractual uniformity.

Article 38 Death Benefits

- Changed article name.
- Deleted old language A-2 (Contributions).
- Added new language specifying "...contributions will remain the rate in effect as of the effective date of this Agreement."
- Deleted Group Life Insurance provision.

Article 41 Waiver of Bargaining Rights

- Added new language defining "...any past practices and understandings between the parties not expressly memorialized in this agreement shall no longer be enforceable."

NEW Career Development and Training

- Added new article to agreement.

NEW Employee Assistance Program

- Added new article to agreement.

NEW Health and Safety

- Added new article to agreement.

NEW Shoe and Uniform Allowance

- Added new article to agreement.

Article 47 Duration, Modification and Termination

- Contract expires 11:59 P.M., June 30, 2028.

Appendix A Wage Schedule

- Updated schedule July 1, 2024 through June 30, 2028.

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**2024 - 2025 Labor Agreement
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SUMMARY OF CHANGES**

MOU Affirmative Action

- Deleted MOU.

MOU Cooperation with the Americans with Disability Act

- Deleted MOU.

MOU Cooperation with Validation Studies

- Deleted MOU.

MOU Labor/Management Committee

- Deleted City-Wide Labor/Management Committee Section from MOU.

MOU Temporary Placement of Employees into Other Duties/Departments

- Deleted MOU.

MOU Tuition Refund

- Deleted old language and added new language for city-wide contractual uniformity.

MOU Employee Loan Program

- Deleted MOU.

MOU Steel Toe Shoes

- Deleted MOU.

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CFO FISCAL IMPACT STATEMENT NO. 2025-110-021

SUBJECT: Fiscal Impact of Labor Agreement between the City of Detroit and the DDOT Foremen’s Association of America, Local 337 Non-Supervisory Chapter
PREPARED BY: Office of the CFO – Office of Budget
DATE ISSUED: November 13, 2025

1. AUTHORITY

- 1.1. State of Michigan Public Act 279 of 1909, Section 4s(2)(d), as amended by Public Act 182 of 2014, states the chief financial officer shall submit in writing to the Mayor and the governing body of the City his or her opinion on the effect that policy or budgetary decisions made by the Mayor or the governing body of the City will have on the City’s annual budget and its four-year financial plan.
- 1.2. CFO Directive No. 2018-101-029 Fiscal Impact Statements states that the CFO shall issue Fiscal Impact Statements (“FIS”) for pending or enacted decision items with a significant fiscal impact on the City, as determined by the CFO, to provide financial information to the Mayor and the City Council as they consider action on proposed local policy or budgetary decision items.

2. PURPOSE

- 2.1. To provide financial information to the Mayor and the Detroit City Council as they consider the effect of the labor agreement between the City of Detroit (The “City”) and the DDOT Foremen’s Association of America, Local 337 Non-Supervisory Chapter (The “DDOT Foremen’s Local 337”).

3. OBJECTIVE

- 3.1. This FIS serves as the report on the fiscal impact of the proposed on the City’s annual budget for FY 2026 and four-year financial plan for FY 2026 – FY 2029 (the “City budget”).

4. SCOPE

- 4.1. This FIS is not intended to convey any statements nor opinions on the advisability of the proposal, except for those components that have or may have a fiscal impact on the City budget.
- 4.2. This fiscal impact analysis is based on the proposal described below in Section 5 of this FIS. Should the proposal change prior to final approval, an updated FIS may be issued.

5. STATEMENT

- 5.1. Conclusion: The DDOT Foreman’s Local 337 labor agreement would have **no net impact** on the City budget, as resources are identified to cover the incremental cost of the contract.

- 5.2. Background: The labor agreement impacts the Detroit Department of Transportation (DDOT). The previous DDOT Foremen’s Local 337 labor contract expired on June 30, 2024. The agreement includes 2% annual wage increases in FY 2025-2028 and FY 2026 targeted market rate adjustments for Auto Repair Sub-Foreman, Automotive Research Assistant and Body Shop Foreman job titles. The market adjustments are equivalent to a 27.7% overall increase compared to the salary composition as reflected in the City budget. The FY 2025-2026 annual wage increases are retroactive to July 1, 2024, and July 1, 2025, respectively. The market rate adjustments are effective upon ratification.
- 5.3. Fiscal Impact: The DDOT Foremen’s Local 337 labor agreement has **no net fiscal impact** on the City budget, as resources are identified to cover the incremental cost of the contract as shown in the following table. The recently enacted FY 2026 State budget includes recurring increases to the Michigan Transportation Fund (MTF), resulting in a larger annual Act 51 funding allocation to the City of Detroit. This additional recurring State resource can support the incremental costs of the contract that exceed the City budget wage pattern.

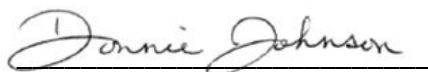
**City of Detroit
DDOT Foremen's Local 337**

	FY 2026	FY 2027	FY 2028	FY 2029
Current Budgeted Salaries				
Current annual base wages	\$ 1,515,925	\$ 1,546,244	\$ 1,577,169	\$ 1,608,712
Annual General Wage increase	2.0%	2.0%	2.0%	2.0%
Budgeted Positions	24	24	24	24
Average Base Pay	\$ 63,164	\$ 64,427	\$ 65,715	\$ 67,030
Proposed Salaries				
Proposed Salaries	\$ 1,936,066	\$ 1,974,788	\$ 2,014,283	\$ 2,054,569
Annual General Wage increase ¹	2.0%	2.0%	2.0%	2.0%
Market Adjustment Rate ²	27.7%			
Average Base Pay	\$ 80,669	\$ 82,283	\$ 83,928	\$ 85,607
Incremental wages	\$ 420,141	\$ 428,544	\$ 437,115	\$ 445,857
Incremental overtime ³	84,028	85,709	87,423	89,171
Incremental other fringes	64,702	65,996	67,316	68,662
Other Incremental Impacts				
FY25 GWI Retro Pay (One-Time) ⁴	30,319			
Total incremental cost of contract	\$ 599,190	\$ 580,249	\$ 591,854	\$ 604,000
Cost offsets				
FY26 Michigan Transportation Fund Resource ⁵	\$ 409,566	\$ 580,249	\$ 591,854	\$ 604,000
Partial Year Implementation Savings (Nov 1.) ⁶	189,624			
Net Impact on Four-Year Financial Plan	\$ -	\$ -	\$ -	\$ -

Notes:

- (1) Contract runs through FY28 with 2% GWI annually. FIS assumes continued wage pattern in FY29.
- (2) Targeted market rate adjustments are applied to Auto Repair Sub-Foreman, Automotive Research Assistant and Body Shop Foreman Transit jobs titles. Collectively, these adjustments represent a total of 27.7% union wide increase compared to the salary composition in the City budget.
- (3) Assumes 20% overtime rate based on historic trends
- (4) Assumes FY25 2% GWI is a retroactive lump sum payment to July 1, 2024.
- (5) The recently enacted FY26 State budget includes recurring increases to the Michigan Transportation Fund (MTF), resulting in a larger annual Act 51 funding allocation to the City of Detroit. This additional resource can support the incremental costs of the contract that exceed the City budget wage pattern.
- (6) Assumes an Nov 1, 2025 effective ratification date for the market adjustments.

APPROVED



Donnie Johnson,
Acting Deputy CFO/Budget Director