

**AGREEMENT TO AMEND**  
**THE COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN CUYAHOGA COUNTY AND**  
**THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL**  
**EMPLOYEES, OHIO COUNCIL 8, LOCAL 1746, AFL-CIO**  
**REGARDING 2026 HEALTH INSURANCE BENEFITS**

**Parties:** This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer ("County"), and Ohio Council 8 of the American Federation of State, County and Municipal Employees, AFL-CIO, representing employees in the Department of Health and Human Services ("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 from July 1, 2023 through June 30, 2026. Article 72 of the CBA includes a re-opener provision for 2026 Health Insurance Benefits. The parties have agreed upon the terms of the re-opener and wish to amend the CBA.

**Terms:** Article 72, Insurance, of the CBA between the Parties is amended as follows (deleted language is stricken, and new language appears in **Bold**):

**ARTICLE 72: INSURANCE**

**Section 1.** An eligible employee is defined as a full time employee covered by this Agreement. The Flex Count Plan (the plan) is defined as the section 125 or cafeteria plan, which is provided by the Employer for health insurance benefits for County employees. The Employer shall provide eligible employees the opportunity to enroll in the plan once during each plan year at its annual open enrollment period. The plan year commences on January 1 and ends on December 31 of the calendar year, but is subject to change.

**Section 2.** Bi-weekly employee contributions for medical and prescription drug benefits shall be determined as follows:

**a) MetroHealth Plan**

- 1) For **all three** years ~~2024 and 2025~~ of this Agreement, the County shall offer an HSA plan through the MetroHealth System with no biweekly contribution from employees;
- 2) For **all three** years ~~2024 and 2025~~ of **this Agreement**, the bi-weekly contribution for a MetroHealth plan that is comparable to the other plans shall be as follows:

93% Employer, 7% Employee

- 3) For year ~~2026~~, there shall be a re-opener.

**b) Other Plans**

For **all three** years ~~2024 and 2025~~ of this Agreement, biweekly employee contribution rates for all other plans shall be as follows:

86% Employer, 14% Employee

~~For year 2026, there shall be a re-opener.~~

**Section 3.** The costs of the medical and prescription drug plans will be determined through an actuarially certified process that is verified through an outside party and that includes reserves necessary to sustain the plans. In successive plan years, the Employer may add to or delete plans/providers offered and/or employees may be offered additional plans with reduced or increased benefit levels.

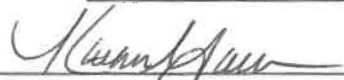
**Section 4.** The Employer shall be entitled to increase the cost containment features of the Flex Count plans which may include, but are not limited to, deductibles and co-insurance.

**Section 5.** The Employer may implement or discontinue incentives for employees to participate in Employer sponsored wellness programs, including, but not limited to, the right to offer the opportunity to reduce employee contributions through participation in wellness programs as determined by the Employer.

**Section 6.** The Employer may offer incentives to encourage use of low cost providers/plans (including HSA plans) which may be discontinued or modified by the Employer in future plans years with notification to the Union.

**Section 7.** A waiting period of no more than 120 calendar days may be required before new employees are eligible to receive health and/or other insurance benefits. During the waiting period, the Employer may require employees who desire coverage to purchase it through a third party vendor instead of participating in the County plans that are offered to regular full-time employees. New employees shall be eligible to participate in the County plans on the first date of the first month following completion of the waiting period.

**FOR THE COUNTY:**

  
Chris Ronayne

Cuyahoga County Executive

By: Katherine A. Gallagher,

Deputy Chief of Staff for

Operations and Community Innovation

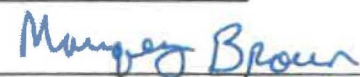
Pursuant to 7/6/2023 EO2023-0003

Date: 12/10/25

Approved as to legal form:

  
Cuyahoga County Law Department

**FOR THE UNION:**

  
Marquez Brown

Regional Director

AFSCME Ohio Council 8

Date: 10/24/25

  
Gail Elmore

AFSCME 1746 President

Date: 10/24/25