

**AMENDMENT TO 2024–2027 COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN**  
**CUYAHOGA COUNTY AND THE PRINTING PACKAGING & PRODUCTION**  
**WORKERS UNION OF NORTH AMERICA, LOCAL 25-M OF DISTRICT COUNCIL 3**  
**(PRINT SHOP)**  
**REGARDING WAGE AND HEALTH INSURANCE RE-OPENERS FOR 2026**

**Parties:** This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and the Printing Packaging & Production Workers Union of North America, Local 25-M of District Council 3 (“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 at the Print Shop. The CBA is effective from February 1, 2024 through January 31, 2027 and includes provisions for the negotiation of a health insurance re-opener for 2026 in Article 13, Section 2 and a wage re-opener for 2026 in Article 25, Section 3. The Parties engaged in good faith negotiations and reached an agreement as stated below.

**Terms:** Article 13, Sections 2 and 4 and Article 25, Sections 1 and 3 of the CBA are amended as follows (deleted language is stricken and new language appears in **Bold**):

**ARTICLE 13**  
**INSURANCE**

**SECTION 1.** An eligible Employee is defined as a full time Employee covered by this Agreement. 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.** Effective February 1, 2024, bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

**A) MetroHealth Plans**

**1)** For 2024, ~~and 2025, and 2026~~ the County shall offer an HSA plan through the MetroHealth System with no biweekly contribution from employees;

**2)** The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:

- a. 2024: 93% Employer, 7% Employee
- b. 2025: 93% Employer, 7% Employee
- c. 2026: ~~Re-opener~~ **93% Employer, 7% Employee**

**B) Other Plans**

Biweekly contribution rates for all other plans shall be as follows:

- 1) 2024: 86% Employer, 14% Employee
- 2) 2025: 86% Employer, 14% Employee
- 3) 2026: ~~Re-opener~~ **86% Employer, 14% Employee**

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. Effective February 1, 2024, the Employer shall pay 86% of the costs for the ancillary benefit plans (i.e. vision and dental), and the Employee shall pay 14% of the cost for ancillary benefit plans. Effective February 1, 2025, the Employer shall pay 86% of the cost of the ancillary benefit plans and the employees shall pay 14%. **Effective February 1, 2026, the Employer shall pay 86% of the cost of the ancillary benefit plans and the employees shall pay 14%.**

SECTION 5. The Employer shall be entitled to increase the cost containment features of the plans which may include, but are not limited to, deductibles, and co-insurance.

SECTION 6. 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 7. 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 plan years with notification to the Union.

SECTION 8. A waiting period of no more than one hundred twenty (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.

## ARTICLE 25

### WAGES

SECTION 1. Subject to any changes identified in Section 4 and upon ratification by County Council, retroactive to February 1, 2024, the following wage will be in effect for all employees in the bargaining unit, reflecting a two percent (2%) general wage increase. The retroactive payment

shall be applicable to those bargaining unit employees in active status as of the date of County Council ratification. The wage rates are reflected as follows:

Classification: PRINTING MACHINE OPERATOR

<u>2023</u>	<u>2024</u>	<u>2025</u>	<u>2026</u>
\$26.15	\$26.67	\$27.20	Re-opener \$27.74

SECTION 2. The Foreman/Lead Employee shall be compensated at \$1.75 per hour over the applicable Printing Machine Operator rate in effect.

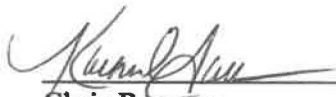
SECTION 3. Effective February 1, 2025 , wage rates shall increase by two percent (2%). ~~For 2026, there shall be a wage re-opener; negotiations to commence during the month of October 2025.~~ Effective February 1, 2026, wage rates shall increase by two percent (2%).

SECTION 4. The County agrees to continue "Pick-up" of Employees Retirement Contributions to the Public Employee's Retirement System (PERS).

SECTION 5. In the event that an employee receives an overpayment, the parties agree that the County has the right to recoup the overpayment. Prior to recouping the overpayment, the County shall meet and discuss the terms of repayment with the employee.

FOR THE COUNTY:

FOR THE UNION:

  
Chris Ronayne,  
Cuyahoga County Executive  
By: Katherine A. Gallagher, Deputy  
Chief of Staff for Operations and Community  
Innovation, Pursuant to Executive Order  
EO2023-0003, dated July 6, 2023

12/10/25  
Date

  
James Corbit  
President, District Council 3

11-17-25  
Date

Approved as to legal form:

  
Ryan J. Geary  
Cuyahoga County Law Department