

AMENDMENT TO 2022-2025 COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
TEAMSTERS LOCAL 436 AIRPORT
PURSUANT TO 2024 WAGE AND HEALTH INSURANCE REOPENERS
AND TO ESTABLISH NEW CONTRACT TERM DATES

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”).

Pursuant to Article 32, Health Insurance Benefits and Article 33, Section 5, Wages, the parties agreed to a re-opener for the year 2024.

The parties now mutually seek to establish the terms of the Wage and Health Insurance re-opener for year 2024 and to conclude the CBA one (1) year prior to the termination of its original term, i.e. to change the effective dates of the Agreement to the period of December 1, 2022, through December 31, 2024.

This document outlines the Amendment to the CBA as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 32: HEALTH INSURANCE BENEFITS

Section 2. Effective the first full pay-period following full execution of this Agreement, bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

a) **METROHEALTH PLANS**

- 1) For **years 2023 and 2024** ~~all three (3) years~~ of the Agreement, the County shall offer an HSA plan through the MetroHealth System with no biweekly contribution from employees (no cost);
- 2) The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:
 - a. 2022: 93% Employer, 7% Employee;
 - b. 2023: 93% Employer, 7% Employee;
 - c. 2024: ~~Re-opener~~ **93% Employer, 7% Employee;**
 - d. ~~2025: Re-opener~~

b) **OTHER HEALTH INSURANCE PLANS**

The bi-weekly contribution rates shall be as follows:

- a. 2022: 86% Employer, 14% Employee;
- b. 2023: 86% Employer, 14% Employee;
- c. 2024: ~~Re-opener~~ **86% Employer, 14% Employee;**
- d. ~~2025: Re-opener~~

c) DENTAL AND VISION

- a. 2022: 86% Employer, 14% Employee;
- b. 2023: 86% Employer, 14% Employee;
- c. 2024: ~~Re-opener~~ **86% Employer, 14% Employee;**
- d. 2025: ~~Re-opener~~

ARTICLE 33: WAGES

Section 5. ~~In the second and third year of the Agreement, for 2024 and 2025~~ **For the year of 2024,** wages shall be as follows:

For 2024, retroactive to the first day of the first full pay period of January 2024, there shall be a two percent (2%) general wage increase (“GWI”). The rate for Airport Technician III shall be twenty-eight dollars and ninety-eight cents (\$28.98), and the tiered rates for Airport Technician II shall be as set forth in the Wage Table attached as Appendix A to this Amendment. The retroactive payment shall be applicable to those bargaining unit employees currently employed as of the date of full execution of this Amendment.

~~subject to reopener negotiations. The wage reopener negotiations shall commence in the year before the second year of the Agreement or at a later date if mutually agreed by the parties in writing, but no later than September 1, 2023. In the event that the parties are unable to reach an agreement, either party may invoke fact finding through a Federal Mediation and Conciliation Services (FMCS) or they may invoke fact finding and have a fact finder selected through contact with the State Employment Relations Board. If fact finding is used, it will be conducted in accordance with Section 4117.14 of the Ohio Revised Code and accompanying provision of the Ohio Administrative Code. Following the fact finding process, if a dispute remains regarding the wage reopener, the No-Strike Article of this Agreement shall not apply, and the Union may engage in a strike in accordance with Ohio Revised Code Section 4117.14 and the Ohio Administrative Code.~~


ARTICLE [#]: EARLY TERMINATION AND SUCCESSOR NEGOTIATIONS


Section 1. 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, hereby mutually agree that the term of the current Collective Bargaining Agreement shall be amended from December 1, 2022, through November 30, 2025, to December 1, 2022, through December 31, 2024.


Section 2. The parties further agree to engage in successor negotiations for a two (2) year collective bargaining agreement, rather than a three (3) year collective bargaining agreement. The term of this successor collective bargaining agreement shall commence on January 1, 2025, and shall conclude on December 31, 2026, unless otherwise agreed by the parties in writing.

Section 3. In consideration of the mutually agreed upon promises set forth above, the parties memorialize their intent to merge the Teamsters 436 Airport bargaining unit with the Teamsters 436 fellow Road and Bridge bargaining unit.

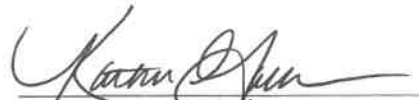
FOR THE UNION:


Dennis M. Kashi
President/Business Manager
9-10-2024
Date



Fred Crow
Secretary, Treasurer/Business Agent
9-10-2024
Date


Sal Alioto
Vice President/Business Agent
9-10-2024
Date

FOR THE COUNTY:


Chris Ronayne
Cuyahoga County Executive
9/11/24
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 3% COLA</u>	<u>January 2024 2% GWI</u>	<u>January 2025</u>
Year 1 80% of Airport Tech III rate	\$22.06	\$22.72	Re-opener \$23.18	Re-opener
Year 2 85% of Airport Tech III rate	\$23.44	\$24.14	Re-opener \$24.63	Re-opener
Year 3 90% of Airport Tech III rate	\$24.82	\$25.56	Re-opener \$26.08	Re-opener
Year 4 95% of Airport Tech III rate	\$26.20	\$26.99	Re-opener \$27.53	Re-opener
Year 5 100% of Airport Tech III rate	\$27.58	\$28.41	Re-opener \$28.98	Re-opener