

**AGREEMENT TO AMEND THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND THE
GRAPHIC COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
LOCAL 25M OF DISTRICT COUNCIL 3 (PRINT SHOP)
FOR 2022 AND 2023 WAGES AND 2023 HEALTH INSURANCE**

Parties: This Agreement is entered by and between Cuyahoga County, Ohio, as the public employer ("County"), and Graphic Communications Conference of the International Brotherhood of Teamsters, Local 25M of District Council 3 ("Union"). The Union represents 4 employees in the County's Department of Public Works Print Shop. 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 that is effective from February 1, 2021, through January 31, 2024.

At the time of contract negotiations, the County was operating in a State of Emergency due to the COVID-19 pandemic. For year 2022 Wages, the parties agreed to a 1% cost of living adjustment (COLA), but entered into a Side Letter of Agreement regarding the 2022 COLA that allows an increase to the 1% COLA if a higher COLA is subsequently negotiated with other bargaining units. In accordance with the Side Letter of Agreement, the COLA received by other bargaining units was and continues to be 2%, therefore necessitating an amendment to Article 25 Wages to reflect a 2% COLA for year 2022.

In addition, the parties negotiated 2023 re-openers for Health Insurance and Wages. In accordance with those 2023 re-openers, amendments to Article 13 Health Insurance and Article 25 Wages are necessary.

The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Article 13, INSURANCE, Sections 2 and 4, and Article 25, WAGES, Sections 1 and 3 of the CBA between the Parties 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, 2021, bi-weekly Employee contributions for medical and prescription drug benefits shall be determined as follows:

A) MetroHealth Plans

1) ~~For 2021 and 2022~~ **all three years of this Agreement**, 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. 2021: 93% Employer, 7% Employee
- b. 2022: 93% Employer, 7% Employee
- c. 2023: ~~Re-opener~~ **93% Employer, 7% Employee**

B) Other Plans

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

- 1) 2021: 86% Employer, 14% Employee
- 2) 2022: 86% Employer, 14% Employee
- 3) 2023: ~~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, 2021, 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, 2022, the Employer shall pay 86% of the cost of the ancillary benefit plans and the employees shall pay 14%. For all three years of this Agreement, the County shall pay 86% of the ancillary benefit plans (i.e. vision and dental), and the Employee 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, commencing on February 1, 2021, the following wage will be in effect for all employees in the bargaining unit, reflecting a two percent (2%) increase:

Classification: PRINTING MACHINE OPERATOR

<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
\$24.17	\$24.65	\$24.90 \$25.14	Re-opener \$25.64

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, 2021, wage rates shall increase by two percent (2%). For 2022, wage rates shall increase by ~~one percent (1%)~~ **two percent (2%)**. For 2023, ~~there shall be a wage re-opener; negotiations to commence during the month of October 2022.~~ **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).

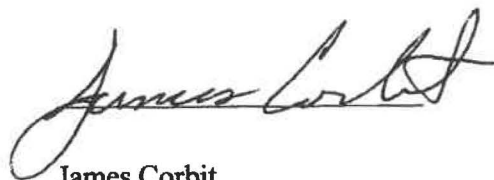
FOR THE COUNTY:



Armond Budish
County Executive

Date: 12-7-21

FOR THE UNION:



James Corbit
President
District Council 3

Date: 11-23-2021