

**EXECUTIVE SUMMARY
OF THE
TENTATIVE AGREEMENT
BETWEEN
THE CITY OF CLEVELAND
AND
THE CLEVELAND BUILDING AND CONSTRUCTION TRADES COUNCIL
January 31, 2020**

1. INSURANCE -- ARTICLE XV, ADDENDA E and F

Current contract language on benefits to be maintained, except:

- Modify life insurance coverage, effective 4/1/20, from \$15,000 to \$25,000;
- Modify dental benefits, effective 4/1/20, as follows:
 - Reduce deductible to \$25/person and \$50/family (from \$50/person and \$150/family)
 - Increase basic coinsurance to 90% (from 80%)
 - Increase Orthodontia Lifetime Maximum to \$2,000 (from \$1,500)
 - Increase Annual Maximum to \$2,000 (from \$1,000)
- Modify vision benefits, effective 4/1/20, as follows:
 - Increase Frame Allowance to \$150 (from \$120)
 - Reduce UV copay to \$0.00 (from \$10)
- Increase Eye Exam Frequency to once every 12 months (from once every 24 months for member aged 20 or over)

2. UNION RIGHTS – ARTICLE VI

- Section 1: delete references to fair share fees per U.S. Supreme Court decision

3. SENIORITY – ARTICLE VIII, SECTION 1, “Seniority” Defined

- Section 1(c)(iv): reduce from five (5) days to three (3) days the number of consecutive days of AWOL to terminate seniority

4. SENIORITY – ARTICLE VIII, SECTION 2, Probationary Period

- Section 2: Add language requiring probationary employees to pass successfully during the probationary period the TSA/FAA Ground Vehicle Operators class and to maintain such certification after completing their probationary period as a condition of employment.

5. **LEAVES OF ABSENCE – ARTICLE XI, SECTION 1, General Requirements**

- Section 1(c): reduce from five (5) days to three (3) days the number of consecutive days of AWOL to constitute voluntary resignation

6. **LEAVES OF ABSENCE – ARTICLE XI, SECTION 5, Maternity Leave**

- delete

7. **PERSONNEL RECORDS – ARTICLE XII, SECTION 5**

- Section 5: increase shelf life from two (2) to three (3) years for maintaining discipline in an employee's personnel file

8. **DISCIPLINE – ARTICLE XVI**

- Section 2(f): increase from five (5) working days to fourteen (14) calendar days the deadline to discipline an employee after the event(s) upon which the discipline is based
- Section 2(g): increase from five (5) working days to fourteen (14) calendar days the deadline to issue disciplinary action after the action taken
- Section 2(i): modify to require reporting of all charges and convictions, consistent with City Policies

9. **MISCELLANEOUS**

- Correct typos and update and delete dates.
- Change references to articles and job titles to coincide with current status.

10. **DURATION – ARTICLE XX**

- Three years – Date of ratification through March 31, 2022