

TENTATIVE AGREEMENT SUMMARY
between
THE CITY OF CLEVELAND
TO THE
TREASURERS AND TICKET SELLERS UNION, LOCAL 756
May 28, 2020

1. WAGES -- SECTION 8

- **Wages**

First year: 2%, retroactive to April 1, 2019
 Second year: 2%, retroactive to April 1, 2020
 Third year: 2%, effective April 1, 2021

Employees not on active payroll or an approved paid leave of absence when the Agreement is executed are not entitled to retroactive payments of wages or other monetary benefits

2. INSURANCE -- SECTION 2, ADDENDA A-D

- 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)

3. HOURS OF WORK – SECTION 4

Add the following language –

Employees who are required by management to attend appointments with related to services received under the City's Ease at Work program during their scheduled hours of work shall not suffer loss of pay for attending such appointments. This shall not apply to appointments related to mandatory drug/alcohol testing, or for related treatment services when an employee tests positive from a mandatory drug/alcohol test. .

4. **UNION SECURITY AND CHECK-OFF– SECTION 16**

- 1ST ¶: establish 30-day period each March for employees to opt out of Union membership
- 3RD ¶: delete
- 4TH ¶: delete
- 5TH ¶: delete “and/or fair share fee deductions”

5. **MISCELLANEOUS**

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

6. **DURATION – SECTION 18**

- ¶89: Three years – Date of execution through March 31, 2022