

**TENTATIVE AGREEMENT SUMMARY**  
**between**  
**THE CITY OF CLEVELAND**  
**and**  
**INTERNATIONAL LONGSHOREMEN ASSOCIATION, LOCAL 1317**  
**January 20, 2021**

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**1. WAGES – ARTICLE 34**

• **Wages (§§120-21)**

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 until they return to active status or are placed on a paid leave of absence

**2. INSURANCE – ARTICLE 26 and ADDENDA A-B**

- 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. UNION SECURITY AND CHECK-OFF– ARTICLE 8**

¶13: delete all but final sentence

¶14(A): establish an open-window period each March for employees to opt out of Union membership

**4. HOURS OF WORK -- ARTICLE 19**

¶64: add the following at the end –

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.

5. **JUMP FEE – ARTICLE 35**

¶122: Increase to \$20.00 for each required jump

6. **DURATION – ARTICLE 38**

¶135: Three (3) years – Date of ratification through March 31, 2022

7. **HOUSEKEEPING**

Correct typos