

**TENTATIVE AGREEMENT**  
**between**  
**THE CITY OF CLEVELAND**  
**and the**  
**INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, DISTRICT**  
**COUNCIL NO. 6, AFL-CIO, LOCAL 639**  
**March 11, 2020**

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**1. WAGES -- ARTICLE 26**

- **Wages**

First year: 2%, retroactive to April 1, 2019

Second year: 2%, effective 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 -- ARTICLE 23, APPENDICES**

- 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**

- ¶12: establish 30-day period each March for employees to opt out of Union membership
- ¶15: delete

4. **HOURS OF WORK – ARTICLE 17**

- ¶49: add the following at the end –

Bargaining unit members who are required by management to attend appointments with Ease at Work (unless drug/alcohol-related referral) during their scheduled hours of work shall not suffer a loss of pay for attending such appointments.

5. **HOLIDAYS – ARTICLE 20**

- ¶56: change to four-hour increments

6. **MISCELLANEOUS**

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

7. **DURATION – ARTICLE 27**

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