

TENTATIVE AGREEMENT SUMMARY  
 between  
 THE CITY OF CLEVELAND  
 and the  
 MACHINISTS DISTRICT 54, LOCAL NO. 439  
 JUNE 12, 2020

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1. WAGES --ARTICLES 37 and 40

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

Second year: 2%, retroactive April 1, 2020

Third year: 2%, effective April 1, 2021

2. INSURANCE -- ARTICLE 30, APPENDICES

- Modify life insurance coverage, effective 4/1/20, from \$15,000 to \$25,000;

- Modify dental benefits, effective 4/1/20, as follows:
  - o Reduce deductible to \$25/person and \$50/family (from \$50/person and

\$150/family)

- o Increase basic coinsurance to 90% (from 80%)
- o Increase Orthodontia Lifetime Maximum to \$2,000 (from \$1,500)
- o Increase Annual Maximum to \$2,000 (from \$1,000)

- Modify vision benefits, effective 4/1/20, as follows:
  - o Increase Frame Allowance to \$150 (from \$120)
  - o 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 -ARTICLE 8

- 113: delete
- 114: Revise as follows:

The City shall abide by the terms and conditions as provide for in the IMAW Membership Application and will deduct regular initiation fees and monthly dues/ from the pay of employees in the bargaining Unit covered by this Contract upon receipt from the Union of Individual written authorization application voluntarily executed by an employee for that purpose and bearing his signature. Provided that -

~~1. An employee shall have the right to revoke such authorization by giving written notice to the City and the Union within 30 days of the termination of this contract.~~

1, The City's obligation to make deductions shall terminate automatically upon timely the properly revoked receipt of revocation of authorization or upon termination of employment or transfer to a job outside the bargaining unit.

4. SENIORITY -ARTICLE 12

- ,i28: Revised as follows:

The City will provide the Union with a list of all employees within the bargaining unit, including probationary employees, listing name, job classification, department, date of hire, phone number. address. e-mail and date of classification upon request by the Union.

5. MISCELLANEOUS

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

6. DURATION-ARTICLE41 Union: City: .-<

- 120: Three years-Date of execution through March 31, 2022

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1. WAGES – ARTICLES 37 and 40 Union: DRP City: SM

- Wages

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2. INSURANCE -- ARTICLE 30, APPENDICES Union: DRP City: SM

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  - Increase Frame Allowance to \$150 (from \$120)
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3. UNION SECURITY – ARTICLE 8 Union: DRP City: SM

- ¶13: delete
- ¶14: Revise as follows:

The City shall abide by the terms and conditions as provide for in the IAMAW Membership Application and will deduct regular initiation fees and monthly dues/fees from the pay of employees in the bargaining unit covered by this Contract upon receipt from the Union of an individual written authorization eards application voluntarily executed by an employee for that purpose and bearing his signature. Provided that --

~~1. An employee shall have the right to revoke such authorization by giving written notice to the City and the Union within 30 days of the termination of this contract;~~

1. The City's obligation to make deductions shall terminate automatically upon ~~timely~~ **the properly revoked** receipt of revocation of authorization or upon termination of employment or transfer to a job outside the bargaining unit.

4. SENIORITY – ARTICLE 12 Union: DRJ City: SM

- ¶28: Revised as follows:

The City will provide the Union with a list of all employees within the bargaining unit, **including probationary employees**, listing name, job classification, department, date of hire, **phone number, address, e-mail** and date of classification upon request by the Union.

5. MISCELLANEOUS Union: DRJ City: SM

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

6. DURATION – ARTICLE 41 Union: DRJ City: SM

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