

TENTATIVE AGREEMENT SUMMARY
between
THE CITY OF CLEVELAND
and
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 38
May 22, 2020

1. WAGES – ARTICLES 33, 34

• Wages (¶¶74-76)

- Across-the-board wages increases:

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

Employees not on the active payroll at the time the contract is executed are not entitled to retroactive payments of wages or other monetary benefits

- Implement following Step Schedule* effective upon ratification by both parties:

Start	\$29.55/hr.
Step 1(after 2 years)	\$30.45/hr.
Step 2 (after 4 years)	\$31.45/hr.
Step 3 (after 6 years)	\$32.45/hr.
Interim Trainee	\$25.00/hr.
Trainee	\$24.00/hr.

Current Electrical Inspector 1’s shall move to the starting rate upon ratification by both parties and then to Step 1 upon their anniversary date of hire two years after ratification. Thereafter, they will advance up the Step Schedule every two (2) years on their anniversary date of hire. Current Electrical Inspector 3’s shall move to the Step 2 rate upon ratification by both parties and then to Step 3 upon the anniversary date of hire two years after ratification.

*These steps will be increased by the annual 2.0% wage increases, starting with the first 2.0% increase following ratification by both parties.

- Employees shall receive a \$0.50/hour increase upon the employee’s passage of each of the following tests:
 - ELECTRICAL SAFETY INSPECTOR II – E3 Electrical Plans Examiner examination through the International Code Council (ICC) OR the 2C Electrical Plan Review through the National Certification Program for Code Construction Inspectors (NCPCCI) per the inspector incentive schedule.
 - ELECTRICAL SAFETY INSPECTOR III – B-1 Residential Building Inspector examination through the ICC or the 1A Building One- and Two-Family Dwelling through the NCPCCI per the inspector incentive schedule.

- ELECTRICAL SAFETY INSPECTOR IV – B-2 Commercial Building Inspector examination through the ICC or the 1B Building General examination through the NCPCCI per the inspector incentive schedule.

- The employee’s costs for the annual recertification test will be reimbursed following the employee’s successful passage of the test.

2. **INSURANCE – ARTICLE 42 and ADDENDUM (NEW)**

- 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 – ARTICLE 13**

- ¶32: delete
- ¶33: delete “or fair share amounts”

4. **HOURS OF WORK – ARTICLE 28**

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.

5. **AUTOMOBILE MAINTENACE ALLOWANCE – ARTICLE 38**

- ¶82(a): Delete “Effective until April 1, 2014” and subparagraphs (i)-(iii)

6. **TERM OF AGREEMENT – ARTICLE 41**

- ¶85(A): Three (3) years – Date of execution through March 31, 2022

7. **HOUSEKEEPING**

Correct typos