

NEGOTIATIONS BETWEEN  
THE CITY OF CLEVELAND  
AND  
AFSCME LOCAL 100

EXECUTIVE SUMMARY

August 10, 2020

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MAIN BODY OF COLLECTIVE BARGAINING AGREEMENT

1. WAGES -- ¶ 205

- Wage Increases
  - 2.0% increase retroactive to 4/1/19
  - 2.0% increase retroactive to 4/1/20
  - 2.0% increase effective 4/1/21
- Adjust various step schedules to account for \$15.00/hr. minimum wage
- Junior Clerks - Create step schedule for Junior Clerks effective upon ratification

2. INSURANCE -- ¶ 192

Current contract on benefits to be maintained except:

- Modify life insurance coverage effective September 1, 2020 from \$15,000 to \$25,000; and
- Modify dental and vision benefits effective September 1, 2020 as follows:

Dental: Reduce Deductible to \$25 per person and \$50 per family (from \$50 per person and \$150 per 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)

Vision: Increase Frame Allowance to \$150 (from \$120)

Reduce UV copay to \$0 (from \$10)

Increase Eye Exam Frequency to once every 12 months (from once every 24 months for member aged 20 or over)

3. **UNION DUES - ¶¶ 24, 25, 28**

Delete “fair share fee” language.

4. **HOLIDAYS - ¶ 136**

Require 7-day-operation employees to work on a scheduled holiday in order to receive holiday pay.

5. **SENIORITY - ¶ 46**

Decrease definition of AWOL from five (5) days to three (3) days.

6. **POSTING PROCEDURE - ¶¶ 102 AND 105**

- Add language prohibiting employee who fails probation in a non-lateral transfer from bidding on another non-lateral vacancy for nine (9) months.
- Add language confirming that employee returning to former job following unsuccessful bid shall resume their job classification seniority.

7. **MILITARY LEAVE - ¶¶ 67-71**

Replace current language with: “Military leave benefits will be provided in accordance with City ordinance.”

**ADDENDA TO COLLECTIVE BARGAINING AGREEMENT**

A. **PORT CONTROL**

- Change title of “Airport Safetyman” to “ARFF-Paramedic.”
- Apply equity adjustment of approximately \$3.20/hr. effective April 1, 2021, to step schedule for ARFF-Paramedic.
- Create step schedule for newly-created position of “Terminal Operations Agent.”

**B. PUBLIC UTILITIES**

- Effective July 1, 2020 CSR's and Meter Techs to receive an additional 2% wage increase (per settlement of pending grievance wherein Union asserts Meter Techs and CSR's did not receive 2017 2% wage increase as part of new step schedules).
- Establish proficiency premiums for Chemists and Senior Chemists of \$0.75/hr. or \$1.00/hr. for obtaining specified certifications and/or proficiencies.

**C. BUILDING AND HOUSING**

- Elevator Inspectors
  - Create step schedule incorporating initial equity adjustments of approximately \$0.59/hr., with step increase every two years thereafter, capped at eight (8) years and \$5.26/hr. above current rate.
  - Provide \$0.50/hr. increase for employee's passage of Elevator Inspector, Mechanical Inspector and/or Commercial Building Inspector tests. (Eliminate \$300 bonus for same.)
- Residential Building Inspectors, Building Inspectors & Mechanical Inspectors
  - Implement step schedule incorporating equity adjustments of \$1.00/hr. for RBI's and \$0.50/hr. for BI's.
  - Provide \$0.50/hr. increase for passage of management-designated tests.
  - Apply step schedule for Building Inspectors to Mechanical Inspectors.

**D. FINANCE**

- Medical Billing Reimbursement Specialist  
Provide equity adjustment of approximately \$1.00/hr.
- Telephone Operators  
Provide equity adjustment of \$1.00/hr.

**E. COMMUNITY DEVELOPMENT**

- Uniforms – Provide \$150 boot allowance annually (currently provided once per contract term).
- Modify language to require employees to call off sick prior to the start of their shift or forfeit paid sick leave.
- Per management discretion, employees may be permitted to work 8½-hour schedule with a 30-minute unpaid lunch.

**F. GENERAL GOVERNMENT**

For employees in City Planning, per management discretion, allow employees to work 8½-hour schedule with a 30-minute lunch.

**G. PUBLIC WORKS**

- Parking Attendants and Meter Collectors

Eliminate first three steps to bring step schedule in line with \$15.00/hr. minimum wage.

- Physical Directors 1 & 2, Recreation Directors 1 & 2
  - Create 4-year step schedule with top step rate of \$17.50/hr. for Recreation Instructor 2 and \$18.00/hr. for Physical Director 2.
  - Provide \$1.50/hr. premium for Recreation Instructor 2 and Physical Director 2 obtaining and maintaining CPRP certificate.
  - Provide \$100 annual uniform allowance

**H. PUBLIC HEALTH**

- Division of Health
  - Add “Community Health Aides” to employees receiving \$250 annual clothing allowance.
  - Provide \$0.50/hr. premium for employees obtaining/possessing LCDC III certification/license.

- Division of Health Administration

Provide \$120 annual shoe allowance to Stock Clerk. Management to set specifications for shoes.

- Division of Air Quality

- Provide reimbursement for cost of required engineering examinations provided employee passes the examination.
- Allow City to determine when overtime is paid in cash or compensatory time.

- Division of Environment

Provide annual shoe allowance of \$120 to Public Health Sanitarians. Management to set specifications for shoes.

- Delete references to tuition reimbursement.



**NON-COMPETITIVE BID CONTRACT  
STATEMENT FOR CALENDAR YEAR 2020  
(ALL DEPARTMENTS/OFFICES)**

This statement, properly executed and containing all required information must be completed. **IF YOU FAIL TO COMPLY, YOUR PROPOSAL WILL NOT BE CONSIDERED.**

Entity Name: Cigna Health and Life Insurance Company (CHLIC)  
Entity's Mailing Address: 900 Cottage Grove Rd  
Bloomfield CT 06002

**COMPLETE SECTION I, II, OR III BELOW, WHICHEVER IS APPROPRIATE, AND SECTION IV.**

**NOTE:** For purposes of this Statement, the "Mayor" and "Mayor's Committee" means Frank G. Jackson and the Frank G. Jackson For A Better Cleveland Committee, respectively.

**SECTION I. TO BE COMPLETED BY NON-PROFIT CORPORATIONS AND GOVERNMENTAL ENTITIES.**

If you are recognized by the IRS as a non-profit corporation or are a governmental entity, mark the appropriate designation below and proceed to the indicated section(s).

- NON-PROFIT CORPORATION GO TO SECTIONS III and IV.  
 GOVERNMENTAL ENTITY GO TO SECTION IV.

**SECTION II. TO BE COMPLETED BY INDIVIDUALS, SOLE PROPRIETORSHIPS, PARTNERSHIPS, INCORPORATED PROFESSIONAL ASSOCIATIONS, UNINCORPORATED ASSOCIATIONS, ESTATES AND TRUSTS.**

The above-named entity is a (Please mark appropriate designation):

- SOLE PROPRIETORSHIP  TRUST  
 INCORPORATED PROFESSIONAL ASSOCIATION  ESTATE  
 UNINCORPORATED ASSOCIATION  PARTNERSHIP  
 LIMITED LIABILITY COMPANY  JOINT VENTURE

For purposes of Section II, a "principal" means an individual, an owner, a partner, a shareholder, a member, an administrator, an executor or trustee connected with the above-named entity, or the spouse of any of them.

**PLEASE READ PARAGRAPHS ( A ) and ( B ) and mark the appropriate paragraph. If paragraph ( B ) is checked, the City of Cleveland is prohibited by Section 3517.13 of the Revised Code from awarding a non-competitively bid contract over \$500.00 to the entity during calendar year 2020 unless Council makes a direct award.**

- ( A ) NO ONE PRINCIPAL of the above named entity made one or more contributions to the Mayor or the Mayor's Committee between January 1, 2018 and December 31, 2019 that totaled in excess of \$1,000.00 per individual. (This paragraph also applies if no principal of the above-named entity made any contributions to the Mayor or the Mayor's Committee).
- ( B ) ONE OR MORE PRINCIPALS of the above named entity made, as individual(s), one or more contributions to the Mayor or the Mayor's Committee between January 1, 2018 and December 31, 2019 that totaled in excess of \$1,000.00.

**SECTION III. TO BE COMPLETED BY NON- PROFIT AND FOR-PROFIT CORPORATIONS AND BUSINESS TRUSTS.**

NON-PROFIT CORPORATION  FOR-PROFIT CORPORATION  
 BUSINESS TRUST (OTHER THAN INCORPORATED PROFESSIONAL ASSOCIATIONS)

For purposes of Section III, a "principal" means an individual or an entity owning more than 20% of the corporation or business trust or the spouse of any such individual.

PLEASE READ PARAGRAPHS ( A ) ( B ) ( C ) and ( D ) and mark the appropriate paragraph. If paragraph ( C ) is checked, the City of Cleveland is prohibited by Section 3517.13 of the Revised Code from awarding a non-competitively bid contract over \$500.00 to the entity during calendar year 2020 unless Council makes a direct award. If paragraph ( D ) is checked, the City of Cleveland is prohibited by Section 3599.03 from awarding a contract to the non-profit corporation.

- ( A ) NO INDIVIDUAL or entity owned more than 20% of the corporation or business trust between January 1, 2018 and December 31, 2019.
- ( B ) NO PRINCIPAL of the above named entity made, as an individual, one or more contributions to the Mayor or the Mayor's Committee between January 1, 2018 and December 31, 2019 that totaled in excess of \$1,000.00. (This paragraph also applies if no principal of the above-named entity made any contributions to the Mayor or the Mayor's Committee).
- ( C ) ONE OR MORE PRINCIPALS of the above named entity made one or more contributions to the Mayor or the Mayor's Committee between January 1, 2018 and December 31, 2019 that totaled in excess of \$1,000.00 individual.
- ( D ) FUNDS OF THE NON-PROFIT CORPORATION were contributed to the Mayor or the Mayor's Committee at any time.

GO TO SECTION IV.

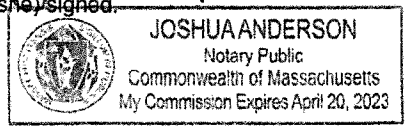
**SECTION IV. TO BE COMPLETED BY ALL ENTITIES.**

I do hereby state that I have legal authority to complete this statement on behalf of the above-named entity and to the best of my knowledge and belief the answers herein are true and complete.

Print Name EDGAR A. MIRANDA Print Title MARKET PRESIDENT  
 Signature *Edgar A. Miranda* Date 8/18/2020  
 Telephone No. (800) 919-1398  
 (Area Code)

STATE OF Massachusetts )  
 COUNTY OF Barretable ) SS:

Before me, a Notary Public in and for said County and State, personally appeared the above-named Edgar A. Miranda, who acknowledged that (he/she) did sign the foregoing statement and that the same is (his/her) free act deed, personally and as duly authorized representative of Cigna Companies, and the free act and deed of the entity on whose behalf (he/she) signed.



Notary Public *Joshua Anderson*  
 Date Aug-18th, 2020

FOR MAYOR'S OFFICE USE ONLY

ELIGIBLE \_\_\_\_\_  
 INELIGIBLE \_\_\_\_\_  
 DATE \_\_\_\_\_