

**TENTATIVE AGREEMENT SUMMARY**  
**between**  
**THE CITY OF CLEVELAND**  
**and**  
**LABORERS, LOCAL 860**  
**(Supervisory and Non-Supervisory)**  
**June 15, 2020**

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**Supervisory**

**1. WAGES – ARTICLE 51**

• **Wages**

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

Second year: 2%, retroactive to April 1, 2020

Third year: 2%, effective April 1, 2021

**2. INSURANCE – ARTICLES 36-39, ADDENDA III-IV**

- 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 REPRESENTATION—ARTICLE 8**

- ¶24: Change “Secretary Treasurer” to Public Sector Treasurer.

**4. DURATION – ARTICLE 54**

Three (3) years – Date of execution through March 31, 2022

## Non-Supervisory

### 1. WAGES – ARTICLE 51

#### • Wages

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

### 2. INSURANCE – ARTICLES 35-38, ADDENDA III-IV

- 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 REPRESENTATION—ARTICLE 8

- ¶25 – Change “Secretary Treasurer” to Public Sector Treasurer.

### 4. DURATION – ARTICLE 54

Three (3) years – Date of execution through March 31, 2022

\*\*The City reserves the right to modify or add to these proposals at any time prior to impasse.\*\*