

TENTATIVE AGREEMENT SUMMARY
between
THE CITY OF CLEVELAND
TO
STAGE EMPLOYEES LOCAL NO. 27, IATSE
May 28, 2020

1. WAGES – SECTIONS 4-7

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

Employees not on active payroll or authorized paid leave of absence when the contract is executed are not entitled to retroactive payments of wages or other monetary benefits

2. INSURANCE – SECTION 4 and ADDENDUM

- 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)
- Delete outdated transitional language in introductory paragraph, subparagraphs A and C (formerly B) under “Hospitalization,” and subparagraph (C)(1) regarding deadline for employees to participate in the wellness program.
- Add new subparagraph B under “Hospitalization” regarding April 1, 2020 effective date for new benefits
- Create Addenda to Agreement that details benefits under regular and voluntary high-deductible plans.

3. **RECOGNITION AND DUES DEDUCTIONS – SECTION 3**

- Add language that City will provide the Union on no less than a monthly basis with a report of all hours worked, gross wages received, and acceptable deductions made for all bargaining unit employees.

4. **HOURS OF WORK – SECTION 8**

¶3: Revise end date period for double overtime to 7:00 a.m. for City-sponsored events

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

5. **HEALTH AND WELFARE – SECTION 9**

Convert flat-dollar contributions to 9.5% of an employee's wages.

6. **UNION DEDUCTIONS – SECTION 13**

¶1: Delete last sentence regarding automatic placement of employees under fair share fee provisions

- Delete penultimate paragraph re: fair share fee deductions

7. **PERSONNEL RECORDS – SECTION 18**

- Delete "except reference letters" regarding records in an employee's personnel file that the employee is permitted to review

8. **GRIEVANCE PROCEDURE – SECTION 20**

Step 3

- Change "increases" to "responses" in first sentence
- add missing language that Union will provide written agenda of all Step 3 grievances within 30 days of the Step 3 meeting and that the City's Labor Relations Representative will provide a written answer

Step 4: change from AAA to FMCS

9. **DRUG ALCOHOL TESTING – SECTION 21**

Delete last sentence regarding the City's right to add to, subtract from or modify its proposals during the course of negotiations.

10. FINAL AGREEMENT – SECTION 22

Delete second sentence

11. TERM OF AGREEMENT – SECTION 23

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

12. HOUSEKEEPING

Correct typos.