

**AGREEMENT TO AMEND ARTICLES 20 AND 21 OF
THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN CUYAHOGA COUNTY AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL 2927-2, AFL-CIO
REGARDING HEALTH INSURANCE BENEFITS**

Parties: This Memorandum of Understanding is entered by and between Cuyahoga County, Ohio, as the public employer (“County”), and the American Federation of State, County and Municipal Employees, Local 2927-2, AFL-CIO (“Union”). The County and the Union are collectively referred to herein as “the Parties.”

Background Facts: The County and the Union are parties to a collective bargaining agreement (“CBA”) governing terms and conditions of employment of the civil process servers at the Cuyahoga County Sheriff’s Department. The CBA is effective from January 1, 2018 through December 31, 2020 and includes provisions regarding Group Insurance/Hospitalization and the AFSCME Ohio Health and Welfare Fund in Articles 20 and 21 of the CBA. The Parties engaged in good faith negotiations and reached an agreement as stated below.

Terms: Articles 20 and 21 of the CBA between the Parties are amended as follows (deleted language is stricken and new language appears in **Bold**):

ARTICLE 20. GROUP INSURANCE/HOSPITALIZATION

SECTION 2. Within 30 days of execution of this agreement, Bi-weekly employee contributions for medical and prescription drug benefits shall be determined as follows:

a) **MetroHealth Plan**

1) For all three (3) years of the Agreement, the County shall offer an HSA plan through the MetroHealth System with no bi-weekly contribution for bargaining unit employees;

2) The bi-weekly contribution for a non-HSA plan offered through MetroHealth shall be as follows:

a. ~~2018: 95% Employer, 5% Employee~~

b. a. 2019: 93% Employer, 7% Employee

e. b. 2020: **93% Employer, 7% Employee** In 2020, the bi-weekly health insurance contribution rates shall be the same as the County’s internal pattern set forth in the collective bargaining agreement for AFSCME Local 1746. These contribution rates shall become effective at ratification/implementation of the 1746 agreement.

b) **Other Plans**

Biweekly health insurance contribution rates for all other plans shall be as follows:

- 1) ~~2018: 88% Employer, 12% Employee~~
- 2) 1) 2019: 86% Employer, 14% Employee
- 3) 2) 2020: **86% Employer, 14% Employee** In 2020, the bi-weekly health insurance contribution rates shall be the same as the County's internal pattern set forth in the collective bargaining agreement for AFSCME Local 1746. These contribution rates shall become effective at the ratification/implementation of the 1746 agreement.

ARTICLE 21. AFSCME OHIO HEALTH AND WELFARE FUND

The Employer shall contribute the sum of sixty-two ~~seventy~~ dollars and seventy-five cents (\$6270.75) per month to the AFSCME Ohio Health and Welfare Fund for each employee in the bargaining unit. The benefits which will be provided are: Vision I, Life I, and Hearing and Dental Level III.

The Parties hereby acknowledge and warrant that they understand and agree to all of the terms of this Memorandum of Understanding amending Articles 20 and 21 of the CBA and they affix their signatures below to indicate their assent to such terms:

FOR THE UNION:

FOR CUYAHOGA COUNTY:



AFSCME, OHIO COUNCIL 8
Date 2/28/19

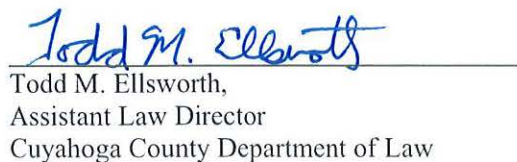


Armond Budish,
Cuyahoga County Executive
Date 3-1-19



AFSCME, LOCAL 2927-2
Date 2/28/19

Approved as to Legal Form:



Todd M. Ellsworth,
Assistant Law Director
Cuyahoga County Department of Law