

AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT

BETWEEN

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 2388 AND CITY OF BEACHWOOD

WHEREAS, the parties' desire to incorporate terms into the Collective Bargaining Agreement ("CBA") to facilitate discussions on health insurance benefits prior to collective bargaining negotiations; and

WHEREAS, the parties have meet and negotiated terms to incorporate into the CBA.

NOW, THEREFORE, the parties agree to amend Article 6 of the CBA, "Medical Benefits," as follows:

Section 7. Health Care Committee.

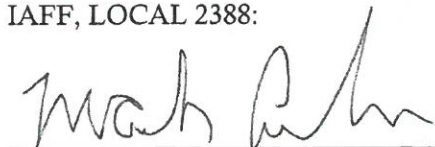
The Union may select one of its members and/or a designee as a participant in a health care committee to be established by the City and the City's unions to discuss issues related to the health insurance provided by the City. The committee shall consist of the Mayor, one (1) member from the Mayor's office, up to three (3) additional designees of the Mayor, and one (1) member and/or a designee from each union representing City employees. The purpose of the committee is to provide the City and the current provider with suggestions on the provision of health care services and concerns with current coverage. The purpose of the committee is also for the City to provide the committee with information related to potential changes in health care coverage, the level of benefits, and/or providers. The committee may discuss, and by majority agreement, issue recommendations regarding a change in health care providers or insurers or modifications to existing levels of benefits for the following year. However, the committee is not responsible for selecting the health care provider or determining the level of benefits. Recommendations from the committee shall not be binding upon the parties. Any changes in health care benefits shall be subject to good-faith bargaining and agreement by the parties. The committee shall at a minimum meet at least annually before May 1 to address any issues with the health care plan and once after bids for a change in health insurance have been received. Before and after bids, the health care provider and/or City shall provide the committee members and/or designees information concerning insurance usage, information relating to potential renewal rates, potential plan change options, and any other information sought potentially impacting insurance costs. Either the City or any member of the committee may request to convene a meeting at any time with preferably at least a 24 hour notice.

This Amendment shall become effective and binding on the parties when it is ratified by the Union and City Council.

CITY OF BEACHWOOD:

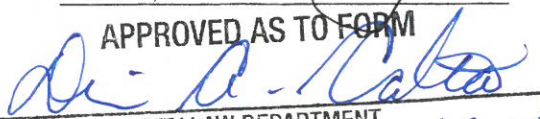
IAFF, LOCAL 2388:





APPROVED AS TO FORM

Mark A. Russo


CITY LAW DEPARTMENT
 LAW DIRECTOR
 ASSISTANT LAW DIRECTOR
25325 FAIRMOUNT BOULEVARD
BEACHWOOD, OHIO 44122
(216) 595-5462

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