

11-15-2018
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18-MED-02-0095
K36808

AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT

BETWEEN

LABORERS' LOCAL 860 (BUILDING DEPARTMENT) AND CITY OF BEACHWOOD

WHEREAS, as a result of a certain Internal Revenue Service Procedural Ruling, known as Revenue Procedure 2017-37, as of August 1, 2018, the City's health insurance minimum individual and family embedded deductible amount was raised from \$2600.00 to \$2700.00; and

WHEREAS, in addition, the family deductible was raised from \$5200.00 to \$5400.00; and

WHEREAS, in light of the increase, the Union filed a grievance alleging the City failed to maintain the healthcare deductible of \$2600.00/\$5200.00 as agreed upon in the collective bargaining agreement entered into with the Union; and

WHEREAS, the parties now desire to resolve the grievance.

NOW, THEREFORE, the parties agree to amend the collective bargaining agreement as follows:

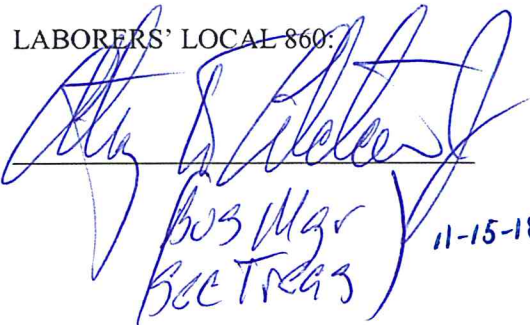
1. The City agrees to pay any bargaining unit member with health insurance coverage, for any bargaining unit member or covered family member that exceeds the annual single or individual family embedded deductible of \$2600.00, an amount determined to be the actual amount expended over \$2600.00, but not to exceed \$100.00, to compensate for the increase in the healthcare deductible to \$2700.00.
2. The City agrees to pay any bargaining unit member, with family health insurance coverage that exceeds the annual family healthcare deductible of \$5200.00, an amount determined to be the actual amount expended over \$5200.00, but not to exceed \$200.00, to compensate for the increase in the healthcare deductible to \$5400.00.
3. As of the effective date of this Amendment, claims for reimbursement may be submitted to the City's Human Resources Department, and upon appropriate verification, the reimbursable amount will either be paid into the bargaining unit member's HSA or to the bargaining unit member in accordance with the bargaining unit member's election.

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

CITY OF BEACHWOOD:

LABORERS' LOCAL 860:





APPROVED AS TO FORM


CITY LAW DEPARTMENT
 LAW DIRECTOR
 ASSISTANT LAW DIRECTOR
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11-6-18

11-15-18