

**SORTA and ATU Local 627 – SIDE LETTER**

April 28, 2017

Upon execution of this Side Letter, the parties agree to the following revisions to Sections 11(a) and 31(g), effective May 1, 2017. Thereafter and for the remainder of the current bargaining agreement, this revision will remain in effect.

By agreeing to the terms herein, neither the Union nor SORTA waive its right to advance a bargaining proposal at the next collective bargaining negotiations to address this issue moving forward after the expiration of the current CBA.

Unless otherwise changed during the remainder of the current bargaining agreement, the parties further agree to incorporate this revision as a Tentative Agreement when they meet to negotiate a successor to the current bargaining agreement which expires on October 31, 2018.

The parties agree that if any part, term, or provision of this Side Letter is found to be illegal, void, or unenforceable, it shall not affect the validity, legality, or enforceability of any other terms or provisions of this Side Letter and/or the parties' labor agreement. This Side Letter shall be governed by Ohio law.

**CURRENT CONTRACT LANGUAGE:**

**Section 11: HEALTH INSURANCE**

(a) ...

**Health Insurance "OPT-OUT" Plan**

A current employee, including the President and Secretary-Treasurer of the Union, who is covered by medical insurance provided by Metro or another source can, during open enrollment, elect an "OPT-OUT OPTION" by providing Metro's Human Resources Department with proof of other coverage. The employee will receive one hundred and fifty dollars (\$150) per month for single coverage and three hundred and fifty dollars (\$350) per month for family coverage. These amounts are paid in lieu of Metro providing this health insurance. No more than 9% of employees, based on seniority, may voluntarily elect this option.

**REVISIONS:**

**Section 11: HEALTH INSURANCE**

(a) ...

**Health Insurance "OPT-OUT" Plan**

A current employee, including the President and Secretary-Treasurer of the Union, who is covered by medical insurance provided by the Authority or another source can, during open enrollment, elect an "OPT-OUT OPTION" by providing the Authority's Human Resources Department with proof of other coverage. The employee will receive one hundred and fifty dollars (\$150) per month for opting out of single coverage. The employee will receive three hundred and fifty dollars (\$350) per month for opting the employee and all qualified dependents out of family coverage. These amounts are paid in lieu of the Authority providing any health insurance to the employee and all of the employee's qualified dependents.

An alternative option is for the employee to elect a "DEPENDENT OPT-OUT OPTION." Under the "DEPENDENT OPT-OUT OPTION", the employee will be covered by medical insurance provided by the Authority and the employee can, during open enrollment, elect a "DEPENDENT OPT-OUT OPTION" by providing the Authority's Human Resources Department with proof of other coverage for one or more qualified dependents.

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The following amounts shall be paid in lieu of the Authority providing health insurance to one or more qualified dependents. The employee will receive one hundred and fifty dollars (\$150) per month for opting out one qualified dependent. The employee will receive three hundred and fifty dollars (\$350) per month for opting out more than one qualified dependent. In either instance, the employee remains eligible for either single or family coverage. However, the employee can only be eligible for family coverage if the employee has at least one enrolled qualified dependent that has not been opted out of the medical insurance provided by the Authority.

In no event will an employee receive more than three hundred and fifty (\$350) per month, regardless of the opt-out option elected or the applicable medical insurance coverage tier.

An employee can also elect any "OPT OUT OPTION" upon experiencing a qualifying event that permits making a health insurance enrollment change during a plan year.

If the Authority is fully-insured for group health insurance benefits, then no more than 9% of employees, based on seniority, may voluntarily elect these Opt-Out options. This limit will not apply in plan benefit years during which the Authority is self-insured for group health insurance benefits.

**Section 31: CURRENT AND NEWLY HIRED OPERATORS**

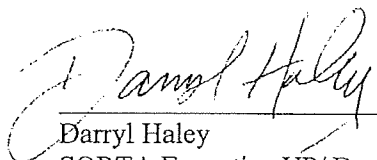
(g) Operators covered by this section will be eligible for High Deductible Health Plan or PPO medical coverage and CIGNA or Dental Care Plus dental coverage, in accordance with Sections 11 and 12 of the Agreement respectively. Operators covered by this Section 31 are eligible for the entire Health Insurance "OPT-OUT" Plan, as described in Section 11.


The waiting period for these benefits will comply with the "Affordable Care Act" dated March 23, 2010, as amended. The Authority reserves the right to modify the coverage, plan, or carrier based on the cost, subject to Section 11(a).

Table, for illustration:

Insurance Coverage Tier	Is the employee enrolled on SORTA's insurance?	Number of Opted Out Dependents	Monthly Opt Out
Single	No	Not Applicable	\$150
Single	Yes	One	\$150
Single	Yes	More than One	\$350
Family	Yes	One	\$150
Family	Yes	More than One	\$350
Family	No	One or More	\$350

Signed and Agreed:

  
Darryl Haley  
SORTA Executive VP/ Deputy GM  
4-28-17  
date

  
Troy Miller  
President/ Business Agent ATU Local 627  
4-28-17  
date