

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.

