

**AMENDMENT TO BARGAINING AGREEMENT EFFECTIVE  
JANUARY 2, 2014 TO JANUARY 1, 2017**

**Parties Agree to the following amendment of the Bargaining Agreement effective January 2, 2014 to January 1, 2017 between the City of Gahanna and the United Steel, Paper & Forestry, Rubber, Manufacturing, Energy, Allied Industrial, and Service Workers International.**

**ARTICLE 20      INSURANCE**

20.01 Life Insurance. The City agrees to provide term life insurance on the life of each employee in the amount of \$50,000 or twice the employee's annual salary, whichever is greater, with provision for double that amount of coverage in the event of accidental death.

20.02 Medical Insurance. The City will continue to provide comprehensive hospitalization, surgical, major medical and additional physicians' services coverage with the City paying all of the premiums for both single and family coverage except for the member contributions set forth below:

Effective Date	Steelworkers Health and Welfare Fund Preferred Provider Plan				
	Individual	Employee/Child	Employee/Children	Employee/Spouse	Family
	6%	6%	6%	6%	6%
1/1/15	15/10/6%	15/10/6%	15/10/6%	15/10/6%	15/10/6%
1/1/16	15/10/6%	15/10/6%	15/10/6%	15/10/6%	15/10/6%

Wellness participation shall include: Completion of annual Health Risk Assessment;

- Completion of the annual Biometrics Screening;
  - Biometrics screening will be offered onsite or through an authorized testing facility such as Labcorp
- Signing the annual participation agreement;
- Participating in an educational activity
  - Annual City Health Fair
  - Wellness annual Kick off
  - Two lunch brown bags or wellness webinars approved by the City's Human Resources Department
- A screening for the presence of nicotine. Test results of 2.0ng/ml or higher for nicotine or a level of cotinine at 20.0ng/ml shall constitute a positive result.

If participating in the wellness program, employee and covered spouse will be eligible to earn up to \$400.00 annually in wellness incentives (combined amount if employee and spouse are enrolled).

The member portion of the monthly medical insurance premium for 2015 and 2016 shall be determined as follows:

15% Employee and covered Spouse choose to not participate in the wellness program or Employee participates in the wellness program and test positive for nicotine and the covered spouse does not participate in the wellness program.

10% Employee and covered spouse participate in the wellness program and one or both test positive for nicotine or Employee participates in the wellness program and does not test positive for nicotine, and the covered spouse does not participate in the wellness program.

6% Employee and covered spouse participate in the wellness program and neither test positive for nicotine.

In the event the net cost of the premiums for the Steelworkers Health and Welfare plan is greater than the net cost of the premiums for coverage under Central Ohio Healthcare Consortium (COHCC) plan of similar design (meaning the same, or substantially similar major medical, prescription drug, dental and vision coverage) by more than \$10,000.00, the Steelworkers bargaining unit will have the option to move to the COHCC plan or remain on the Steelworker's plan remain on the Steelworkers plan.

Net cost shall be defined as the total cost of insurance premiums less the applicable employee premiums. Net cost shall be calculated prior to open enrollment each year when the following year's premiums are announced. The City will calculate the net cost based upon current enrollment in each of the coverage tiers (ex: single, employee + spouse, employee + child(ren), family) at the 15% employee contribution level as a baseline.

In the event that they remain on the Steelworker's plan, the city's portion of premiums for coverage would not exceed the cost the city would pay if the bargaining unit moved to the COHCC plan.

If changes under the Patient Protection and Affordable Care Act (PPACA) require changes in benefits and/or administration of the group coverage provide, both parties agree to meet and discuss steps needed to implement the required changes.

Should employee coverage change as described in 20.02, the plan will provide for employee contributions toward the cost of prescription drugs as follows:

If a prescription is written for a drug where a generic is available, the member must choose the generic or the member will pay the difference in price.

The member co-payment for prescription drugs will be 15% for generic drugs with a \$7.50 minimum, 25% for Brand Preferred drugs with a \$20 minimum, and 35% for Brand Non Preferred Drugs with a \$35 minimum. The member co-payment for

prescription drugs ordered through the mail order program will be as follows: 15% for generic drugs with a \$10 minimum, 25% for Brand Preferred drugs with a \$30 minimum, and 35% for Brand Non Preferred Drugs with a \$50 minimum. In addition, there will be a Tier 4 for specialty medications. The member co-payment for tier 4 medications will be \$100.00 per prescription (or the cost of the prescription should it be less than \$100.00) and a maximum out-of-pocket annual cost of \$2,000 per person.

For prescriptions other than tier 4 drugs, there will be a \$500 combined cap, per family, on member contributions for generic drugs and for non-generic drugs for which there is no generic equivalent available. In order for any non-generic purchase to be covered by the cap, the member must provide verification from the pharmacist that there is no generic equivalent drug available.

20.04 Dental and Vision Insurance. The City will provide vision and dental insurance coverage for employees of the Bargaining Unit, which plans will have at least equivalent benefits provided at the time this Agreement is executed. The City will pay the entire premiums for the vision and dental coverage.

20.05 Cost Containment. If premium rates increase during the life of this Agreement, the parties agree to meet and discuss the increase in premium cost for the purpose of discussing alternatives to maintain cost control, including, but not limited to, alternate insurance coverage, and alternate means of providing coverage. The Union recognizes the right of the City to secure alternate insurance carriers and to modify insurance coverage so as to continue to provide equivalent or better benefits, which measures may be used to maintain or lessen premium costs.

The City agrees to meet and discuss any proposed modifications in the insurance plan or change of carrier prior to the time any modifications or change of carrier would be implemented.

In the event that the cost for any group health plan provided under this collective bargaining agreement increases by 25% or more in any contract year, then the parties will meet to bargain over possible replacement coverage.

If an employee or a dependent is informed that an inpatient hospital admission is necessary, the admission must be pre-certified by Highmark Health Care Management Services (or similar service with the Consortium plan should coverage change under 20.02) prior to a planned admission or within 48 hours of an emergency or maternity-related admission. If no pre-certification is made and it is later determined that all or part of the inpatient stay was not medically necessary or appropriate, the patient will be responsible for any costs not covered.

20.06 Insurance Waiver. Any employee who elects not to be covered by the medical plan offered by the City and can demonstrate they have coverage by another plan other than the plan the city offers may elect a cash payment of one thousand dollars (\$1,000) per year, paid through a yearly election. Employees will receive this cash payment during the month of December and must be in Active Paid Status at the time the check is issued. This amount will be pro-rated for any new hires from the date they are eligible to begin coverage until the end of the calendar year.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be duly executed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

CITY OF GAHANNA:

UNITED STEEL, PAPER & FORESTRY,  
RUBBER, MANUFACTURING,  
ENERGY, ALLIED INDUSTRIAL AND  
SERVICE WORKERS INTERNATIONAL:

\_\_\_\_\_  
Rebecca W. Stinchcomb, Mayor

\_\_\_\_\_  
Leo W. Gerard, International President

\_\_\_\_\_  
Sue Wadley, Director of Human Resources

\_\_\_\_\_  
Stan Johnson, International Secretary/  
Treasurer

\_\_\_\_\_  
Dottie Franey, Director of Public Services

\_\_\_\_\_  
Tom Conway, International Vice President  
Administration

\_\_\_\_\_  
Tony Collins, Director of Parks and Rec

\_\_\_\_\_  
Fred Redmand, International Vice President  
Human Affairs

\_\_\_\_\_  
Jennifer Teal, Director of Finance

\_\_\_\_\_  
David R. McCall, Director, District I

\_\_\_\_\_  
Michael Underwood, Attorney

\_\_\_\_\_  
Billy Boyce, Sub District Director

\_\_\_\_\_  
Robert Alexander, President

Approved as to form:

\_\_\_\_\_  
Grant Crawford, Committeeman

\_\_\_\_\_  
Shane Ewald, City Attorney

\_\_\_\_\_  
Donna Harper, Committeewoman

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Robert Wendling, Committeeman