

**ALCOHOL, DRUG ADDICTION AND MENTAL HEALTH SERVICES BOARD
OF CUYAHOGA COUNTY**

RESOLUTION NO. 14-07-08

RATIFICATION OF LABOR AGREEMENT WITH OAPSE, AFL-CIO, LOCAL 328

WHEREAS, the representatives of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County (ADAMHS Board) and the representatives of the Ohio Association of Public School Employees and its affiliates, Local 328 AFSCME, AFL-CIO (OAPSE) entered into negotiations and have bargained for a Labor Agreement, to be effective January 1, 2014, through December 31, 2016; and,

WHEREAS, the ADAMHS Executive and Finance and Operations Committees were informed of the negotiated terms of the new Labor Agreement and at this time the ADAMHS Board Chief Executive Officer recommends the ratification of the Labor Agreement by the full ADAMHS Board of Directors.

NOW, THEREFORE, BE IT RESOLVED:

1. The ADAMHS Board of Directors ratifies the negotiated Labor Agreement with OAPSE, AFL-CIO, Local 328, for a term of January 1, 2014, through December 31, 2016, with the terms incorporated herein, and authorizes the ADAMHS Board Chief Executive Officer to execute said Agreement.

On the motion of Reginald C. Blue, Ph.D., seconded by Harvey A. Snider, Esq., the foregoing resolution was adopted.

AYES: D. Biegel, R. Blue, E. Caraballo, R. Folbert, P. Jones, S. Killpack,
C. Rerko, R. Romaniuk, E. Saffran, H. Snider, E. Thoms, A. Williams

NAYS: None

ABSTAIN: None

DATE ADOPTED: July 23, 2014

ADAMHS BOARD OF CUYAHOGA COUNTY

FINANCE AND OPERATIONS COMMITTEE
AGENDA PROCESS SHEET
July 16, 2014

TOPIC: Ratification of Labor Agreement

OTHER PARTY: OAPSE, AFL-CIO, Local 328

TERM: January 1, 2014 – December 31, 2016

AMOUNT: Refer to Items Below

BACKGROUND INFORMATION: The current Labor Agreement expired June 30, 2013. Representatives of the Alcohol, Drug Addiction and Mental Health Services Board of Cuyahoga County (ADAMHS Board) and the representatives of the Ohio Association of Public School Employees and its affiliates, AFL-CIO, Local 328, began contract negotiations for a new Labor Agreement on September 9, 2013.

A tentative agreement was reached on May 12, 2014 – overwhelmingly rejected by the Union membership on May 22, 2014 - included a one year contract for 2014, a 2% increase, plus a possible additional 1% increase for merit, a one-time only payment of \$300, in addition to changes to the Grievance Procedure, Insurance, and Meal and Travel Expenses.

After further negotiations on June 19, 2014, an agreement to be effective January 1, 2014 through December 31, 2016 was reached. The Union membership ratified the agreement on June 26, 2014.

Current contract language continues, with the exception of the following changes:

- **Article 51 Term of Contract**
 - Three year agreement
 - January 1, 2014 through December 31, 2016
 - Memorandum of Understanding (MOU) extending terms and conditions of the agreement which expired on June 30, 2013

- **Article 25 Wages**
 - 2% increase effective January 1, 2014, with retroactivity to that date
 - 2% increase effective January 1, 2015 and January 1, 2016
 - Maximum of each salary range shall not preclude the ability of Bargaining Unit employees receiving the increases outlined above
 - Create a working committee for the purpose of incorporating a merit or performance component. Any recommendations of the committee would require approval of Bargaining Unit employees through a MOU
 - Upon ratification and approval of this agreement, each Bargaining Unit employee shall receive, a one-time only payment of \$300 as additional consideration for entering into this agreement

- **Article 17 Grievance Procedure**

- Added an additional step to the grievance procedure, allowing any grievance which has been appealed to arbitration, may upon agreement of the parties, be referred to grievance mediation prior to arbitration
- **Article 38 Trainings and Conferences**
 - Increase training allowance for eligible employees from \$500 to \$1,000 for each calendar year
- **Article 26 Insurance** (Changes necessary to comply with Cuyahoga County, the provider of health insurance.)
 - If an employee is hired on the 1st day of the month, coverage will become effective that month
 - If an employee is hired on the 2nd day of the month or later, coverage will become effective on the 1st day of the following month
 - Delete language that coverage begins after completion of employee's first 120 calendar days of probationary period
 - Delete language allowing part-time employees to receive partial or employee paid coverage
- **Article 37 Meal and Travel Expenses**
 - Delete language regarding "Employer Provided Vehicle"

RECOMMENDATION TO ADAMHSCC BOARD OF DIRECTORS FROM BOARD STAFF:

Recommend ratification of Labor Agreement with OAPSE, AFL-CIO, Local 328, Contract Term: January 1, 2014 through December 31, 2016. The Executive Committee approved Ratification of the Labor Agreement in the July 9, 2014 meeting and the Finance and Operations Committee approved Ratification of the Labor Agreement at its meeting on July 16, 2014.