

**City of Aurora and AFSCME Local 3298 & 1514
COLLECTIVE BARGAINING AGREEMENT-ROLLOVER
TA 3-9-18**

1. The collective bargaining agreement between the City of Aurora and AFSCME Local 3298 will be effective 10/1/17 through 12/31/19. The agreement between the City of Aurora and Local 1514 will be effective 1/1/18-12/31/19.
2. Wages will be increased by .6% effective 10/1/17 to 12/31/17 for Tier 1 and Tier 2 Local 3298 employees.
Wages will be increased by 2.5% effective 1/1/18 and 2.5% effective 1/1/19 for Tier 1 and Tier 2 Local 3298 and Local 1514 employees.
3. **Employee premium share**-The plan in effect as of 1-1-18 shall serve as the new base line. The City maintains its discretionary authority subject to the above specific limits:

<u>OAP</u>	<u>10/1/17-12/31/18</u>	<u>1/1/19-6/30/19</u>	<u>7/1/19-12/31/19</u>
Single	Status quo	15.25%	17.50%
Employee+1	Status quo	15.25%	17.50%
Family	Status quo	15.25%	17.50%
<u>HMO</u>			
Single	Status quo	15.25%	17.50%
Employee+1	Status quo	15.25%	17.50%
Family	Status quo	15.25%	17.50%

<u>Deductibles</u>	<u>10/1/17-12/31/18</u>	<u>1/1/19-12/31/19</u>
In-Network	Status quo	\$750 (S)
	Status quo	\$1,500 (F)
Out-of-Network		
	Status quo	\$1,500 (S)
	Status quo	\$3,000 (F)
<u>Out of pocket maximum</u>		
In-Network with Deduct.		
	Status Quo	\$2,750 (S)
	Status Quo	\$5,500 (F)
Out-of-Network with Deduct.		
	Status Quo	\$4,000 (S)
	Status Quo	\$8,000 (F)

6. **Prescriptions**
Effective 1-1-19, prescription co-pays at retail: \$8 per script per month for generics; \$60.00 for preferred; \$120.00 for non-preferred. Mail order 90 day supply: \$16.00 generic; \$120.00 preferred; \$240.00 non-preferred.
7. City agrees to proposal for union dues: The Employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees; and PEOPLE contributions. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions.

8. City agrees to proposal for union business-conference days:

Union Business - On Employer's Time-Section B.

3.The total number of working days allowed for such Union activities shall not exceed fifteen (15) per year for these representatives taken cumulatively and no representatives shall be allowed more than two (2) working days paid leave for any single Union activity, except five (5) paid working days for the National Convention and summer school. ***New: In the year of the International Convention, the total number of working days allowed for such union activities shall not exceed eighteen (18) per year for these representatives.*** Such days shall be deducted from the total number of days allowed. However, three (3) Union representatives shall be allowed to attend such activities up to a five (5) day maximum per employee unpaid.

9. All other contractual terms shall remain in effect per current contract.

10. Negotiations for a successor contract shall commence no later than 10/1/19.

11. The term of this agreement shall be non-precedential. The parties agree that the status quo is a three (3) year collective bargaining agreement.

12. Reject signing bonus.

13. Any employee that switches to HMO from OAP during 2018 open enrollment for 2019 and 2020, will receive a one-time payment of \$500.00 payable within the 1st quarter of 2020.

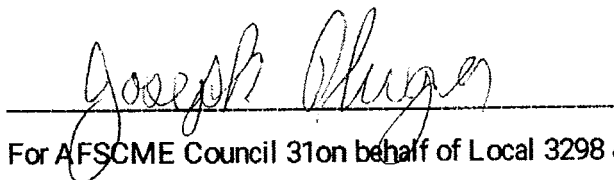
14. If the health insurance premium levels and user fees (Co-pays, out-of-pocket-max, deductibles, Rx, etc.) for the city's non-exempt and exempt full time unrepresented employees (department heads, Director of HR, etc.) are lower than the levels in the AFSCME agreements during the life of this agreement, AFSCME employees will have the same lower premium and user fee levels.

15. \$500 health insurance equity adjustment payable by the end of 2018.

16. \$250 health insurance equity adjustment payable by the end of 2019.



For City of Aurora



For AFSCME Council 31 on behalf of Local 3298 & Local 1514

Date: 3/9/18

Date: 3/9/2018