

## MEMORANDUM

**To:** *Glenn Salyer, President  
ATU Local 1385*

**From:** *Mark Donaghy, Chief Executive Officer*



**Date:** *December 6, 2017*

**Re:** *Article IX Re-opener*

---

Since there has been no formal discussion regarding this issue since November 21<sup>st</sup>, no meetings scheduled and the deadline for resolution approaching in a few weeks I wanted to confirm that the RTA proposal made on October 27<sup>th</sup> (copy attached) remains open for consideration. As you are aware, the proposal offers every member of Local 1385 who enrolls in the health insurance plan an opportunity to reduce their premium equivalent rate share by one third by participating in RTA's wellness program. We have encouraged non-union employees who have taken advantage of this opportunity to direct those savings, pre-tax into their Health Savings Accounts and would highly recommend that represented employees do the same if adopted.

If the union desires to accept our proposal or meet and discuss it further please contact the mediator or me to schedule a meeting.

**CC:** *RTA Negotiating Team  
Ron Linville & Ryan Cates  
ATU Negotiating Team  
Ken Hickey, SERB  
File*

**Greater Dayton Regional Transit Authority**

4 S. Main Street Dayton, OH 45402 • 937-425-8400 P • 937-425-8416 F • [www.rtdta.org](http://www.rtdta.org)

October 27, 2017

RTA Proposal for Discussion Only

ARTICLE IX – HEALTH CARE INSURANCE BENEFITS PLAN

**Section 1**

~~For plan years 2015 and 2016,~~ **Each full-time employee will pay 15% 20%** of the total cost of the health care plan as defined by the premium charges if fully insured or the premium equivalent rate defined each year by the Authority if self-funded for a single, one plus one, or family contract, whichever applies, for medical, dental and prescription drug coverage. ~~For plan year 2017, the employees will pay the following rates weekly based on plan type selection:~~

<del>Medical &amp; Dental</del>	<del>Medical Only</del>
<del>Single \$27.53</del>	<del>Single \$26.89</del>
<del>Employee + Children \$53.26</del>	<del>Employee + Children \$51.08</del>
<del>Employee + Spouse \$60.42</del>	<del>Employee + Spouse \$59.15</del>
<del>Family \$88.21</del>	<del>Family \$86.03</del>

**The Authority will maintain a wellness incentive plan. Employees actively enrolled and who meet the plan requirements will pay 10% of the total cost of the health care plan as defined by the premium charges if fully insured or the premium equivalent rate defined each year by the Authority if self-funded for a single, one plus one or family contract, whichever applies for medical, dental and prescription drug coverage.**

~~The Authority and the Union will develop and maintain a wellness incentive plan. Employees will be granted the opportunity to earn up to \$600 in wellness benefits which may be taken in the form of cash subject to taxation or as a pre-tax contribution to their Health Savings or Health Reimbursement Account without obligation to join the wellness program.~~

**Section 2**

The Authority agrees to provide the members of the bargaining unit with the same medical, dental, and prescription drug benefit levels as provided to all other eligible Authority employees. The Authority agrees to provide the Union with not less than thirty (30) days' notice and an opportunity to provide input prior to any changes in such benefit.

~~The parties agree to meet at a mutually agreeable times to review options for control of health care costs no later than June 1, 2017.~~

**Section 3**

Should the Authority determine to self-fund portions of the health care plan, it will publish to all plan members annually a financial report describing the plan year's fiscal results and impacts on Authority-held reserves generated from Authority and employee contributions.

October 30, 2017

For Discussion Only

Upon ratification of this Tentative Agreement by the members of Local 1385 one-time lump-sum deposits will be made to the Health Savings Accounts (HSA's) or Health Reimbursement Accounts (HRA's) of all members actively employed based on the following schedule

Health Plan Type Enrolled	Plan Deposit	Additional Deposit	Total*
Single	\$ 600	\$500	\$1,100
Employee/Spouse	\$1,100	\$1,400	\$2,500
Employee/Child	\$1,100	\$1,400	\$2,500
Family	\$1,100	\$1,400	\$2,500

\*NOTE: "Total" equals the one-time deposit previously committed in the health plan enrollment and the "Additional Deposit" being contributed one-time per this proposed contract with ATU Local 1385.

Either party may reopen Article IX (all other articles remain in full force and effect) by giving the other party written notice no later than June 1, 2017. If Article IX is reopened, the alternative dispute resolution procedure if no agreement is reached shall be the right to strike by the Union in exception to Article XXXII provided they give a 10-day notice of intent to strike on 12-31-2017.

Agreed to by:

\_\_\_\_\_  
Glenn Salyer, President  
ATU Local 1385

\_\_\_\_\_  
Mark Donaghy, CEO  
Greater Dayton RTA

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date