

Summary of Tentative Agreement with Cincinnati Building Trades

Article 12: Grievances

- Added language regarding arbitration servicer to reflect changes with FMCS

Article 15: Health Insurance

- Increased the Family premium cap from \$200 to \$275
- Increased the Single premium cap from \$85 to \$115
- Added language to ensure compliance with the Affordable Care Act

Article 25: Longevity Pay

- Increased longevity pay to the following amounts:
 - After 5 years: \$500
 - After 8 years: \$900
 - After 14 years: \$1,000
 - After 20 years: \$1,100

Article 31: Wages

- 5% effective in the first year of the contract (August 17, 2025)
- 4% effective in the second year of the contract (August 16, 2026)
- 3% effective in the third year of the contract (August 15, 2027)

Article 34: Term of Agreement

- 3-year agreement

Article 35: Deferred Compensation

- Increased the deferred compensation match from \$200 to \$400

Appendix C (Health Insurance Deductibles and Co-Insurance Requirements)

- Increased the prescription tiers to \$15/\$30/\$40
- Added spousal surcharge of \$25 per month

**** There were a few other articles that contained housekeeping changes. ****

The remaining articles will stay as current contract language.