

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

PARK RIDGE LOCAL 2697

PO BOX 0091

PARK RIDGE, IL 60068

PRESIDENT

Al Portell

VICE PRESIDENT

Ray Wolff

SECRETARY

Bill Smaha

TREASURER

Christopher Cleary

FIREFIGHTER GRIEVANCE

Date: May 9, 2014

Employee's Name: Local 2697 Members (Entire Bargaining Unit)

Department: Fire

Grievance presented to: Shawn Hamilton, City Manager

Statement of grievance:

Section 6.2 of the contract states in pertinent part:

The Union and employees will receive 30 days' advance notice in writing. (Members were notified *WJS* *etc* approximately two weeks before the changes took place.)

*** EXACT DATE OF NOTIFICATION WAS 4/4/14, LATE IN AFTERNOON ***

A comprehensive medical program (including PPO and HMO alternatives) selected by the City will be provided during the term of this Agreement; provided, however, the City reserves the right to change insurance carriers, HMO's, or to self-insure as it deems appropriate, as long as the new basic coverage and basic benefits are substantially similar to those in effect before the changeover.

The City's substantial changes to the health care plans results in basic benefits and basic coverage which are not "substantially similar" to those previously in effect. The substantial changes which results in benefits that are not substantially similar, include, but are not limited to increases in deductibles, increases in out-of-pocket maximums, increases in prescription drug coverage and co-pays, the structural change to prescription drug coverage from a percentage based system. These are structural changes in the way benefits are calculated and provided. The substantial changes made are so great that they have essentially altered the character of the entire plan.

Rule, Policy, Agreement, Etc. Violated:

Article II, Article VI, Section 6.2, and any and all other applicable sections.

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Specific Remedy or Corrective Action Requested:

Cease and desist, return to status quo and make whole relief.

IAFF Executive Board Signatures:  Date: 5/9/14

 Date: 5/9/14



CITY OF PARK RIDGE

505 BUTLER PLACE
PARK RIDGE, IL 60068
TEL: 847/ 318-5200
FAX: 847/ 318-5300
TDD: 847/ 318-5252
www.parkridge.us

June 4, 2014

Al Portell
President, IAFF Local 2697
935 Heather Lane
Hoffman Estates, IL 60169

Re: Grievance Response Health Insurance Changes

Dear Mr. Portell,

This letter is written in response to the grievance meeting held in the 2nd floor conference room at the Park Ridge City Hall on May 21, 2014 concerning the above grievance submitted to the City on May 9, 2014.

The union argued that the grievance was filed because it believed that the City of Park Ridge made changes in the health insurance plan in violation of Article VI, Section 6.2 of the labor agreement.

It is the City's position that the Union did not file the grievance in a timely manner in accordance with Article XI, Section 11.1 concerning time limits to file a grievance. It is also the City's position that the City has not violated Article VI, Section 6.2. The City believes that the coverage and benefits are substantially similar and that the changes made were the "...same as the changes for all management employees in the City of Park Ridge". This quoted language is directly from the Collective Bargaining Agreement between the City of Park Ridge and the IAFF Local 2697.

Considering the above, I must deny this grievance.

Sincerely,

Shawn Hamilton
City Manager

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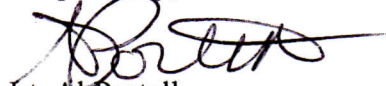
Shawn Hamilton
City Manager, City of Park Ridge
500 Butler Place
Park Ridge, IL 60068

Re: Response to Denial of Grievance - Health Insurance Changes

Dear Mr. Hamilton,

We are in receipt of your letter dated June 4, 2014. In response, Local 2697 will be seeking arbitration on the Insurance Grievance.

Respectfully,



Lt. Al Portell

President, IAFF Local 2697