

**SECOND AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT
CONTINUANCE OF HEALTH INSURANCE FOR MEMBERS PROMOTED OUT OF
COLLECTIVE BARGAINING UNIT**

This Amendment (“Amendment”) is entered into this ____ day of _____, 2025, by and between Meridian Firefighters I.A.F.F Local 2311, fka I.A.F.F. Local 4627, (“UNION”) and the City of Meridian (“CITY”).

RECITALS

WHEREAS, the UNION and the CITY are parties to that certain Collective Labor Agreement between City of Meridian and Meridian Firefighters I.A.F.F. Local 4627, now I.A.F.F. Local 2311, dated October 1, 2023 (“CLA”), which is incorporated herein by reference; and,

WHEREAS, the UNION and the CITY agree it is desirable to include provisions regarding the continuation of insurance coverage and Medical Expense Reimbursement Plan (“MERP”) for collective bargaining unit member employees promoted to positions outside of the bargaining unit;

NOW THEREFORE, the CITY and UNION hereby agree as follows:

1. The CLA remains in full force and effect in accordance with its terms except as specifically modified in this Amendment. All of the terms herein shall have the same meaning as contained in the CLA, except as specifically defined otherwise in this Amendment.
2. A new section 9.4 shall be inserted into the Agreement:

9.4 Continuance of Health Insurance for Members Promoted out of Collective Bargaining Unit

- 1) Eligibility. Any member of the Meridian Fire Department who is promoted out of the bargaining unit into an exempt position (including but not limited to Chief, Assistant Chief, Division Chief, or other administrative assignment) shall be eligible to maintain participation in the UNION’s insurance coverage program and MERP.
- 2) Continuity of Coverage. Eligible individuals must elect to continue their insurance coverage and MERP through the UNION at the time of promotion. There shall be no lapse in coverage between the date of promotion and continued participation under the UNION plan. Individuals who do not elect to continue their insurance at the time of promotion shall not be eligible to later rejoin the UNION’s insurance coverage program and MERP.
- 3) Payment of Premiums. The CITY agrees to continue to remit the employer portion of health insurance premiums to the UNION consistent with the rate and contribution structure established in the Collective Bargaining Agreement. Any employee contributions shall continue to be deducted through payroll by the CITY.
- 4) Duration of Participation. Continued eligibility for participation in the UNION insurance plan and MERP shall remain in effect for the duration of the employee’s service with the Meridian Fire

Department, provided that participation in the plan remains available to bargaining unit members under the existing or successor agreement.

5) Administrative Coordination. The UNION shall coordinate directly with the CITY's Human Resources and Finance Departments to ensure seamless administration of premium payments and benefit enrollments for qualifying individuals.

3. The provisions of this CLA are not intended to change any other provisions of the collective labor agreement. This CLA is also not intended to change any existing past practices of the parties other than as expressly provided by the CLA. This amendment shall not expand or limit the rights of either party under the current CLA, except as expressly stated herein.
4. Any disputes about the application and interpretation of this Amendment will be resolved through the parties' grievance procedure, including through binding arbitration.
5. This Amendment shall not constitute a waiver of either party's rights, claims, or defenses with respect to mandatory subjects of bargaining.
6. This Amendment shall not be considered precedential in any other matter.

The UNION and the CITY agree that this Amendment is effective upon execution and may be incorporated into the parties' Successor CLA.

APPROVED:



Derek Nelson, President
Meridian Firefighters I.A.F.F. Local 2311

12.22.2025

Date

PASSED by the City Council of the City of Meridian, Idaho, this ____ day of _____, 2025.

APPROVED by the Mayor of the City of Meridian, Idaho, this ____ day of _____, 2025.

APPROVED:

Mayor Robert E. Simison

ATTEST:

Chris Johnson, City Clerk