

St. Louis County Basic-Merit Tentative Agreement Summary

1. 3 year contract

2. **Wages** 2017 2% or \$0.40 whichever greater; plus the 0.5% increase from last contract effective 12/24/16
- 2018 2.5% increase
- 2019 2.5% increase
- Increase in shift differential from \$0.35 to \$0.50 for afternoons and from \$0.45 to \$ 0.60 for overnights.

3. **Public Health Nurses** – After 2 years as a PHN I at pay grade B22 they will move to a Public Health Nurse Senior at pay grade B24. PHN IIs will be reallocated to Public Health Nurse Coordinator at pay grade B25. *These changes require changes to job classifications and approval of the Civil Service and County Board and will take effect once those steps are taken.

4. **Financial Worker Senior** – After 3 years as a Financial Worker, if a worker meets the minimum qualifications of a Financial Worker Senior they will be eligible for that promotion and move from a pay grade B13 to B16. Effective 1/1/18, all Financial Worker Seniors at pay grade B15 will move to B16 in their current step.

5. **Sick Leave accrual cap** – Employees will once again be allowed to accrue sick leave above their cap for the year – up to 136 hours a year. At the end of the year, if you have unused sick leave hours accumulated above your cap, your hours reset to your cap.

6. **Health Insurance** – The tentative agreement does NOT include any change to how spouses are covered. Big win!

7. **Health Insurance Fee** – 2017 – \$37.72 fee increases by \$15/month
 2018 – Fee increases by \$10/month
 2019 – Fee increase by \$10/ month

8. **Tools & Uniform** – added for Automotive Technicians

9. **Overtime for Merit** – Overtime paid as time and a half in cash now becomes part of the contract, not an MOU. See full Tentative Agreement document for details.

10. **Bereavement for new employees** – Employees with less than 3 years of service will be allowed to go into a negative sick leave balance up to 3 days if the employee does not have sufficient sick leave to cover the duration of their leave in the event of a death of an immediate family member.

11. **Merit 24/7 Coverage** – See full Tentative Agreement document for complete details. Scheduling for weekend and holidays will be coordinated by IIU Supervisors. Once posted, employees will be allowed to swap and/or pick up shifts. Employees scheduled for a weekend shift will work one 7.5 hour shift on Saturday and one 7.5 hour shift on Sunday. Employees will earn their regular wage plus a \$4.35/hour shift differential. Employees scheduled on a holiday will earn their wage plus a \$6.00/hour shift differential. A secondary on-call employee will be available one 7.5 hour shift on Saturday and one 7.5 hour shift on Sunday and will receive an on-call differential of \$4.35/hour; \$6:00/hour for holidays. If called for an imminent danger case, the secondary employee will be paid a minimum of 2 hours at their regular rate in addition to the differential. Employees working these weekend and holiday shifts will need to adjust their schedules for 15 hours the same workweek, unless approved by their supervisor.

VOTING ON THE TENTATIVE AGREEMENT WILL TAKE PLACE ON JANUARY 10 IN WORKSITES THROUGH OUT THE COUNTY.

DETAILS WILL BE OUT IN THE NEXT FEW DAYS.

If you are unable to vote at work that day, you are able to receive a mail in ballot. You must call the AFSCME Council 5 office, at 218-722-0577, and ask for Amy Torgeson. Ballots must be received back no later than January 6th.