



The Legislative Subcommittee on Employee Relations voted Oct. 6 to reject the State Master Units 2-7 contract and MAPE's contract. With the SER vote, state workers in AFSCME's multi-unit will keep working under the terms of their current contract until the Legislature acts next year. Here's what you need to know:

1. **What's next?** The SER is just interim approval of the contracts; so since they rejected them the FULL Legislature will need to act on them in February when session convenes.
2. **What will happen to the other contracts that haven't been in front of the SER?** All negotiated contracts need to go in front of the SER when the Legislature isn't in session, so Unit 8, 25, and the other bargaining units still need to go through the process, which includes the SER.
3. **When will unit 8 and 25 go in front of the SER?** MMB hasn't strategized a time to present the Unit 8 contract as of today, and Unit 25 is in mediation.
4. **What happens if they are all rejected by the full legislature in 2018?** We've never had this happen, but if this does occur we can put the same contract in front of another SER in the late summer or fall of 2018 – we will decide what to do here after we consult with the SEPC/Master Team and Council 5 leadership.
5. **How does this impact open enrollment for insurance?** SEGIP Informational Meetings started yesterday October 9<sup>th</sup> and will run through October 20<sup>th</sup>. Please encourage ALL State workers to take the time to review their insurance and all options. **Open enrollment starts October 26<sup>th</sup> and runs through November 8<sup>th</sup>.** Some of the outstanding opportunities they do not want to miss out on are:
  - a. short term disability (STD) - this is open to enroll or increase your coverage without providing evidence of insurability (this hasn't been open like this in the past 20 years)
  - b. long term – the same enrollment applies to this as short term disability.
  - c. There are cost level changes that may affect you, even though we can't take advantage of the dental changes. Premiums will increase appx 2% family's pay \$38.66 and singles still pay \$5.00. If the full Legislature approves our contracts in 2018 we may have another open enrollment for dental but not sure at this time (we only have open enrollment for dental every two years) also,
  - d. (VBID) value based insurance design will be implemented, this deals directly with those with diabetes. STD, LTD, VBID can be offered in open enrollment because we have a coalition labor management group that discusses pilot projects etc..
6. **Since the Judicial contract and GAL contract does not need SER approval how does any of this impact these contracts?** The insurance is all inclusive for all State workers in the executive branch, judicial and others. The Judicial and GAL language and economics will be implemented soon and retroactive. When you enroll for STD or LTD I think you may need to use your current rates of pay to avoid confusion.

In the days, weeks, and months to come we will continue to work with all of you to engage our local leaders, members, activists through meetings, one on one conversations, in the work sites and out of work sites to mobilize and organize for the future of our Union and utter existence. We cannot let those who want to destroy us prevail or divide us. By working together we will demonstrate our resolve and continue to build a brighter future for those who come behind us.