



State Contract 2015-17

Units 2, 3, 4, 6 & 7

of the Executive Branch

WAGES

- **First Year Wages: 2.5 percent increase** effective July 1, 2015 for all salary ranges and rates for classes covered in this agreement.
- **Second Year Wages: 2.5 percent increase** effective July 1, 2016 for all salary ranges and rates for classes covered in this agreement.
- **Steps:** Employees will receive a one-step salary increase annually on their anniversary date provided a satisfactory performance is indicated by their appointing authority and the employee's salary does not exceed the salary range maximum rate.

INSURANCE

- **Premiums:** No change to the premium share. Employer pays 95 percent of employee premiums and the employee pays 5 percent. Employer pays 85 percent of family premiums and the employee pays 15 percent. Premium increases are projected to be 7.4 percent effective January 1, 2016 and 6.6 percent effective January 1, 2017.
- **Plan Design Changes:**
 - **First dollar deductible**
 - Tier 1 = \$150 single / \$300 family
 - Tier 2 = \$250 single / \$500 family
 - Tier 3 = \$550 single / \$1,100 family
 - Tier 4 = \$1,300 single / \$2,600 family
 - **Office visit co-pays**
 - Tier 1 = \$25 with health assessment / \$30 no health assessment
 - Tier 2 = \$30 with health assessment / \$35 no health assessment
 - Tier 3 = \$60 with health assessment / \$65 no health assessment
 - Tier 4 = \$80 with health assessment / \$85 no health assessment
 - **Prescription drug co-pays**
 - Generics = \$14
 - Formulary = \$25
 - Non-formulary = \$50
 - **Maximum medical out of pocket**
 - Tier 1 = \$1,200 single / \$2,400 family
 - Tier 2 = \$1,200 single / \$2,400 family
 - Tier 3 = \$1,600 single / \$3,200 family
 - Tier 4 = \$2,600 single / \$5,200 family
- **Dental Coverage:** The plan will pay 80 percent of the cost for in-network restorative services (fillings, endodontics, periodontics, oral surgery and crowns). It will continue to pay 100 percent of diagnostic and preventative care, such as annual exams and teeth cleaning.

- **Meet and Confer about Optional Insurances:** Discuss chronic illness/injury co-pays and optional insurances (i.e., short-term disability, life insurance, and long-term disability).

LANGUAGE

- **Vacation Pilot Program:** An employee will be allowed to request 10 days or more of vacation one year in advance during the life of the agreement.
- **Compensatory Time:** All unused hours for each unit will go into the Health Care Savings Plan upon separation.
- **Deferred Compensation:** A person may transfer 80 hours of compensatory time into their deferred compensation account once per fiscal year.
- **Removal of Materials from Personnel File:** Letters of expectation removed after 6 months, written reprimand removed after 18 months.
- **Discipline:** The employer has the option to deduct up to three days of vacation in lieu of an unpaid suspension; for Duluth firefighters, one day of vacation.
- **Severance:** Employees will receive 35 percent of all their sick leave when they are eligible for a severance payout.
- **Appendix F Differentials:** Added premium pay for high voltage work (\$1.15 per hour) and intervener work (\$1.00 per hour).
- **Meet and Confer about Bullying:** Continue the letter in the contract stating that Jo Pels, John Hillyard and each unit chair will meet to continue discussions about bullying in the workplace.

Next Steps: AFSCME's Master Team unanimously recommends that the Delegate Assembly support ratification of this tentative agreement. Union members will be able to vote on their contract in August. Exact dates, times and voting sites will be posted at www.afscmemn.org.