

talk... **table talk...** table

AFSCME Council 5 Locals 34, 552, 1719, 2822, 2864, 2938

August 25, 2015

County's First Proposal repeat of 2013

Hennepin County's wage proposal is essentially a repeat of 2013. In other words, 1% COLA for top pay employees. Only steps for the rest of the employees. We have not agreed to any of it.

On health insurance, the County is proposing premiums for singles: increase of \$10 per month for each year. So in other words - at the end of the proposal (3 year contract) employees with single coverage will be paying \$30 dollars more per month for health insurance.

Family coverage doesn't get hit as hard; the County did not specify a dollar amount for family premium increases. All family plans could increase 4% in 2016.

Prescription co pays would all increase by \$5.00.

Most members in the standard plan would see significant changes of providers move from Tier I to Tier II.

The County indicated a desire to shift retirees to MNSure instead of staying on the County's health plan. Employees who were hired before 2008 and meet the qualifications for retiree insurance would have to get this insurance from MNSure under the County's first proposal.

The Union made several proposals to help with workloads, staffing and overall morale, but the County did not respond.

The County proposed a bonus system where a director could select employees to receive a bonus that is not subject to any review process. The Union feels these funds would be better allocated in the general wage proposal.

Union First Proposal

County First Proposal

- 2 YEAR AGREEMENT
- FAIR AND REASONABLE WAGE INCREASE
- REQUESTED ADDITIONAL HEALTHCARE INFO BEFORE WE CAN MAKE AN EDUCATED PROPOSAL
- STRONGER SENIORITY RIGHTS
- INCREASE SHIFT DIFFERENTIALS
- INCREASE VACATION AND PTO ACCRUALS
- IMPROVED PERFORMANCE EVALUATION LANGUAGE
- IMPROVED MENTOR LANGUAGE
- MAXIMUM WORKLOAD/CASELOAD LANGUAGE
- NEW LANGUAGE ON DIGNITY AND RESPECT
- ADDITIONAL SUPPLEMENTAL PROPOSALS FOR EACH LOCAL UNION

- 3 YEAR AGREEMENT
- 1% PER YR FOR TOP STEP
- STEP INCREASES
- MARKET ADJUSTMENTS
- BONUS PAY FOR PERFORMANCE – Management Determines Who Would and Would Not Receive It
- HEALTHCARE PREMIUMS
Single Coverage: \$10/mo. Increase 2016; additional \$10 /mo. increase in 2017; additional \$10/mo. in 2018
All +1 family plans increase 4% in 2016, increases uncertain in later years
- \$5 increase on all prescription copays
- Tier changes that will increase copays for 1741 people covered
- Limit part-time employee access to healthcare
- Small increases to differentials
- Shift retiree healthcare to MN Sure.
- Limit workers' ability to unionize
- Employer Discretion on 2017/2018 Healthcare

**** SEE ON LINE FOR FULL PROPOSAL DETAILS ****

Contact our Educate, Engage, and Outreach Committee to find out how you can help:
eeando@gmail.com

Read the latest bargaining updates at <http://afscmemn.org/hennepin-county-bargaining>.
If you have questions about contract negotiations, please contact your AFSCME leaders:

- ❖ **Local 34** – Social and Health Services – President Jean Diederich
- ❖ **Local 552** – Probation and Parole Officers – President Pat Guernsey
- ❖ **Local 1719** – Adult Corrections Officers – President Dale Blom
- ❖ **Local 2822** – Clerical and Related Services – President Lynn Stetler
- ❖ **Local 2864** – Professional and Librarians – President Catherine Brennan
- ❖ **Local 2938** – Legal and Essential Units – President William Mondale

AFSCME Field Representatives – Bart Andersen, Alison Kelly, Michael LaCoste