

# talk...table talk...tab

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## TABLE CLEARED FOR WAGES & BENEFITS, UNION FILES FOR MEDIATION



Union and County negotiators met for the seventh time on October 22. Both parties made concessions. The County dropped its harmful proposals for part-time employee health insurance and paid time off. The Union agreed to drop improvements on holiday time off, vacation accrual and sick leave accrual. That cleared the table so we can focus on wages, market adjustments, health insurance and retiree insurance.

To keep things moving, **the Union Table Team is filing for mediation.** That means a mediator, who works for the State Bureau of Mediation Services, will help the Union and County reach agreement on a contract. The mediator can't force the parties to reach an agreement on anything. However, s/he can facilitate more and better communication by offering another viewpoint, making sure understandings are correct and clear, and literally act as a "go between" when the parties are separated in different rooms. The mediator can force the parties to meet. But again, the mediator can't force either party to accept the other's proposals.

**All day mediation sessions are scheduled on November 5 and 28.**

## FOUR-TIER HEALTH PLAN

Both the Union and County are looking at changing to a four-tier health insurance plan. Four separate rates would be set for an employee, an employee + spouse, an employee + child(ren), and a family. The County agreed to keep the family rate the same as it would have been under a two-tier plan so a traditional family wouldn't have to pay more. Below are proposed rates.

### COUNTY PROPOSAL

### UNION PROPOSAL

	EMPLOYEE PAYS	COUNTY PAYS	EMPLOYEE PAYS	COUNTY PAYS
Single	\$25	\$548.92	\$0	\$536.32
Employee + spouse	\$337.18	\$1,010.94	\$303.46	\$1,045.26
Employee + kids	\$258.27	\$774.79	\$236.03	\$1,112.69
Family	\$375.39	\$1,202.90	\$337.85	\$1,163.69

# WAGES

## COUNTY PROPOSAL

## UNION PROPOSAL

<b>Wages</b>	1.75% or \$0.26/hour, whichever is greater  2.25% for all at maximum step	5.5% or \$0.90/hour, whichever is greater
<b>Contract Years</b>	2 years	2 years

# RETIREE INSURANCE

## COUNTY PROPOSAL

Current employees can choose between retiree health insurance or a health care savings plan

New employees would receive nothing

Under a health savings plan, employees would contribute 1% of their salary and the County would pay \$200 per year after 5 years; \$300 per year after 10 years; and \$400 per year after 15 years

For 2009, a high deductible VEBA plan alongside Health Partners' Distinction plan

## UNION PROPOSAL

- Place retiree insurance in contract
- Current employees can choose between retiree health insurance or a health care savings plan
- New employees would receive health care savings plan
- Under health care savings plan, employees would contribute 1% of their salary and the County would pay \$400 after 1 year; \$800 after 5 years; and \$1,200 after 10 years
- The Union rejects the VEBA proposal

# ACT NOW!



## 1) VOLUNTEER FOR YOUR UNION'S ACTION TEAM

Contact Brenda Wood at 651-398-3580 or [cbwoodfamily@charter.net](mailto:cbwoodfamily@charter.net)

## 2) VISIT [WWW.AFSCMEMN.ORG](http://WWW.AFSCMEMN.ORG) FOR BARGAINING UPDATES