

SUMMARY OF CHANGES – AFSCME TENTATIVE AGREEMENT (TA) REACHED 8/29/18

Unless otherwise noted, these changes apply to all six of the following contracts:

- Local 34 Social Services (FF)
- Local 552 Probation and Parole (II)
- Local 1719 Adult Corrections (RR)
- Local 2822 Clerical (NN)
- Local 2864 Professional (YY)
- Local 2938 Legal (EE)

1. **Duration:** 3 years, 1/1/19 – 12/31/21

2. **Wages:**

	<u>1/6/2019</u>	<u>1/5/2020</u>	<u>1/3/2021</u>
▪ General Salary Adjustments (GSA)	2.5	2.5%	2.0%
▪ Progression through the range*	3.0%	3.0%	3.0%

- **Promotion increases will be the progression rate (3%) at a minimum.**

- *No change to the current contract language in Article 28 or in Article 38, Section 2-3. Progression through the salary ranges will be administered as described in current language Article 28, Sections 1-4 and in Article 38, Sections 2-3.

- No minimum cent/hour increases.

- As per current practice, employees must be employed on the date of the General Salary Adjustment (GSA) to receive the adjustment.

3. **Market Adjustments as described below, effective 1/6/2019:**

For classes with market issues (job rates below 90% threshold):.

Adult education instructor – after 2019 GSA, top max adjusted to \$34.905. Open range. No adjustment to incumbents beyond normal GSA/ performance process.

Financial Case Aide – after 2019 GSA implementation, remove the bottom four pay rates, making 3.0 the new minimum. Open range. No adjustment to incumbents unless needed to move someone to the new minimum rate.

Other adjustments to resolve internal equity issues.

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WIC Public Health Nutritionist - increase the minimum rate to \$18.571 prior to the 2019 GSA. Note: Proposed new minimum rate is the contractual rate with the dental deduction already applied.

HSR/HSR Sr- problems related to uneven progression/promotion increases are now resolved with the move to consistent progression and minimum promotion increases of 3% for 2019, 2020, 2021

Adjustment to address voluntary turnover rate over 20%

STS Crewleader – after 2019 GSA, further adjust salary range to \$19.144 at min and \$28.716 at max. Open range. No adjustment to incumbents beyond normal GSA/performance process. **NOTE:** The new proposed min and max are the rates prior to the dental deduction being applied. With the dental deduction applied the proposed new min will be \$18.843 and the new max will be \$28.264.

Adjustment based on a minimum rate below the 90% threshold and a turnover rate over 8%.

Corrections Officer – after 2019 GSA, further adjust salary range to \$23.270 at min and \$34.905 at max. No adjustment to incumbents beyond normal GSA/performance process. **NOTE:** The new proposed min and max are the rates prior to the dental deduction being applied. With the dental deduction applied the proposed new min will be \$22.904 and the new max will be \$34.355.

Corrections Officer Senior adjustment related to CO adjustment – after 2019 GSA, further adjust salary range to \$24.433 at min and \$36.650 at max. Open range. No adjustment to incumbents beyond normal GSA/performance process. **NOTE:** The new proposed min and max are the rates prior to the dental deduction being applied. With the dental deduction applied the proposed new min will be \$24.048 at min and \$36.073 at the max.

4. Medical Plans

- a. **Medical contribution rates for singles will be expressed as a %** (rather than a flat dollar amount)
- b. **Employer medical contribution % increases slightly by rounding to the nearest 0.5%.** This has the impact of the Employer taking on additional premium costs.
- c. **No medical plan design changes for 2019**
- d. **Continuation of the Labor Management Health Care Committee (LMHCC) consensus process** for plan design and total premium

5. Other Benefit Improvements, effective as marked.

- a. **“Go as the County goes” language for optional benefits** will list many/most of the optional benefits offered by the County and provide clarity that the provisions and procedures surrounding those benefits are applied consistently countywide. This means that a change to any of the listed benefits would be applied to all county employees and not bargained unit-by-unit; or provided for just one subset of employees.
- b. **Contract language that prohibited certain employees (based on hire date) from converting sick leave/vacation to PTO has been removed from the contract.** This means that those employees who had

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previously been prohibited from converting to PTO may now do so per our normal processes and will be placed on the PTO grid appropriate for their date of hire.

- c. **Short Term Disability and Long Term Disability will no longer be paid for through the use of sick leave or PTO accruals**, beginning 12/23/18.
 - This has the effect of 30+ hour employees being able to utilize 2-3 more days of their existing accruals (sick leave or PTO, depending on current plan).
 - Employees will pay Short Term Disability premiums via a cash deduction from their paycheck.
 - The County will pay for all eligible employees to have Long Term Disability insurance.
 - d. **The County will subsidize county dental at 40%** for everyone in county dental who is not receiving the subsidy for union dental, effective the pay period beginning 12/23/18.
 - e. **The County will contribute to the union dental fund its portion of the contractual cents/hour for severance hours**, effective with the new contract.
 - f. **Transit subsidy will increase from 40% to 50% for both Metro Pass and Go To Card**. Increase is effective the pay period beginning 12/23/18.
 - g. **Basic Life Insurance increases from \$30K to \$50K**, effective 1/1/19.
6. **Health Care Savings Plan (HCSP- ERHIP Opt Out) contribution moves to a 1X year payment** (rather than rolling with anniversary date). County lump sum contributions toward the HCSP (for those who are eligible) will now be made in the pay period that includes 2/1 of each year, rather than the pay period including an employee's anniversary date. For employees who retire during the pay periods that include 1/1/9 and 2/1/19, the county will ensure that they receive their payment for the year.
 7. **Foreign Language Stipend** -- there will no longer be PT pro-ration of the Certified Regular stipend. The stipend will be the same, regardless of FT or PT status.
 8. **Bereavement Leave language will now match the language in the HR Rules** which provides a small expansion of the situations in which bereavement leave would be appropriate, allows usage in hours rather than just days, and makes the provisions consistent between the contract and the rules.
 9. **Probation Period Extensions now require only notice to the union** (as opposed to approval).
 10. **Mobility forms no longer require AFSCME signature**, but email notification of the union should be provided.
 11. **The union will no longer have to pay for seniority reports** (now that they are provided electronically).
 12. **New Letters in the back of the contracts providing the clarity on the following:**
 - a. When evaluating an employee's productivity statistics, managers/supervisors will continue to keep in mind the amount of time the employee spends training coworkers.

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- b. Managers/supervisors to be aware of the impact of traumatic incidents on employees and to be aware of different options for assisting employees.
- c. A link to the HC Connect site regarding the filing of complaints will be provided.

13. **In addition, the contract language in five of the six contracts has been rewritten, relocated and/or updated for readability and consistency between contracts.** Local 2822 chose not to be part of this process.

The following changes are only applicable to specific contracts, as marked:

LOCAL 34 – SOCIAL SERVICES (FF)

14. **Full-time Certified Assessor Differential - LTSS only** – The county agrees to a \$0.50 cent/hour differential for each regular hour worked by Social Worker/ Senior Social Workers who are certified assessors while performing MNChoices assessor work. This differential will only be available to such assessors who perform this work full-time (or part-time if a part-time employee). This differential is not to be paid on any non-worked hours (sick, vacation, PTO, etc).

LOCAL 552 – PROBATION (II)

15. **18 years of service pay** – This per pay period stipend will be converted to a \$.073/hour increase for employees who reach their 18th year of service.

16. **Performance Review Schedule Standardization** – For new hires/promotions that occur after 1/1/19, the review schedule will move to the “AB” review cycle which means they will receive their first increase at 12 months and then annually after that (rather than their previous “A7” schedule).

17. **The current MOU on shift bidding at the AFS (Adult Field Services) and CCR will be added to the contract.**

18. **Increase of stewards from 10 to 14.**

19. **Adding a letter in the back of the contract related to forcing.**

20. **Agreement to discuss the following at Meet and Confer:**

- ISR (Intensive Supervised Release) pay for additional classes
- FTO (Field Training Officer) pay
- Caps on mandatory training
- Workload adjustments related to employees on LOA
- MAVI agents
- 28 day schedules

LOCAL 2822 – CLERICAL (NN)

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21. **In Charge Pay – Service Center Rep** - Expanded the language to provide in-charge pay to Service Center Reps if they are covering for any supervisor, regardless of the supervisors title.
22. **In Charge Pay – Associate Librarian** - Expanded the language to provide in-charge pay to Associate Librarian if they are covering for any supervisor, regardless of the supervisors title.
23. **New uniform language for Public Safety Records Clerks at the JDC** to provide a “provide and replace” uniform process and procedure.
24. **Modified uniform language for the Sheriffs Office** to remove the reference to specific colors of polo shirts.
25. **Letter in back of contract re: forced OT and cross training at the JDC**

LOCAL 2864 – PROFESSIONAL (YY)

26. **ME Office –Lead Investigator pay** – removal of the word “elects” makes this an Employer-designated option.
27. **ME Office – language on conferences now applies to “any Employer-approved conference”**. Additional language added with regard to adjustment of scheduled and payment of associate costs in compliance with travel expense and reimbursement policies, but with the understandings that the department doesn’t pay for CEUs (unless the cost of the CEU happens to be rolled into the cost for the conference.
28. **Added language that says the Employer will not normally mandate shifts to employees on a scheduled day off.**
29. **Library - New agreement regarding summary documents for Library Meet and Confers** (no contract language).
30. **Library – Management will work to ensure LSMs (Library Service Managers) are aware of training available for substitutes** (no contract language).

LOCAL 1719 – ADULT CORRECTIONS

31. **Addition of a rolling maximum balance of 48 hours of comp time for COs in their first 2 years of employment only.** After that, overtime time will be in cash.
32. **Grievance procedure adjusted to remove the manager step. Step 2 will now be with the department head and Labor Relations.** This makes this contract consistent with the others.
33. **Annual clothing allowance increased to \$500 and shifted from annual payment to a monthly payment.**
34. **BFOQ language and drop of the grievance.**

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