

Michigan
Council 25

AFSCME

We Make Michigan Happen



ALERT

American Federation of State, County and Municipal Employees, AFL-CIO

Albert Garrett, President

Lawrence A. Roehrig, Secretary-Treasurer

Status of Negotiations

AFSCME Locals 25, 101, 409 and 1659 with Wayne County

This reflects the position of the parties as of 10-6-09:

Article 17 Filling of Vacancies

Union position: Clarify the ability to bid on a job moving from division to division. Include Local 101 in reorganization language. Go back to rule of one for promotions. Elaborate on probationary evaluations at four months.

County position: Eliminate occupational classifications. Language changes.

Article 18 Reclassification

Union position: Subject can be grievable.

County position: Appeal board decision final.

Article 19 Layoff, Displacement and Recall

Union position: Employee can stay in department, even at lower level, if he/she chooses.

County position: Reassignment is not displacement. Changing sequence of layoffs.

Article 20 Workweek

Union position: No change

County position: Delete reference to 40 hour workweek.

Article 22 Overtime

Union position: Schedule overtime for at least four hours.

County Position: No change

Article 23 Temporary Assignments

Union position: Compensation from first hour. Notification to employee and Union prior to temporary assignment starting.

County position: No change, compensation on third day to first hour.

Article 25 Sick Leave

Union position: Five Personal business days.

Ability to use Personal Business in half hour increments. Accumulate 30 days in cash plan for sick use.

County position: No change four personal days.

No change Personal day use in one hour increments. Accumulate 30 days only for LTD use.

Article 26 Leave without pay

Union position: Language change to reflect current practice, employee option to use sick time for leave.

County position: No change, current practice of employee option edified in memorandum, not CBA.

Article 29 Insurance programs

Union position: Mail order prescription optional. Tier to pay 50 percent cost sharing raised to \$2,000 per pay. Cost sharing suspended if on leave. Cost sharing rates frozen for term of CBA. Dependant children contribution reduced to \$40. Increase in optical reimbursement to \$150 retirees \$350 active. Increase life insurance to double salary or \$200,000. Increase life insurance to \$25,000 for over 70 or retiree. LTD 100 percent for six months then 60 percent. New language LTD or STD not coordinated cannot be over 100 percent regular after tax pay. Decisions as to eligibility shall be grievable.

County position: Optical plans for two years. \$10 co pay optical

Article 30 Retirement

Union position: 60 day window to move from plan 4 to 5. Clarify plan 2 to plan 5 cost. \$25,000 retiree life insurance

County position: New hires no thirteenth check. 30 day widow to transfer from plan 4 to 5. New

hires pay five percent to plan 5 DC part. New hires no employer match to plan 5. Eliminate health care trust board. Eliminate 10 year option for new hires to return to defined medical upon retirement.

Addendum to article 30

Union position: Retirement plan 6. Plan 5 status quo. Thirteenth check status quo

County position: No plan 6. No thirteenth check for new hires. New hires pay five percent for plan 5 to db part. New hires no match to dc part

Retirement Incentive Program:

Union position: Defined benefit plans-20 years eligible to retire with medical. Plan 4-18 years to retire with medical. Three year Final average compensation. All banked time paid.

County position: Defined benefit plans-20 years eligible to retire with medical. Plan 4-18 years to retire with medical. Three year Final average compensation

Article 33 mileage allowance

Union position: Eight hours per year for maintenance

County position: No change

Article 34 Wage adjustments

Union position: Wage freeze three years. ASA payment June 1,2009. Delete signing bonus

County position: Wage freeze three years. No ASA payments. No signing bonus

Concession MOA

Union position: 2.5 percent concession through five options, wages, furlough days, holidays, plan 4 match. 24/7 operation treated the same.

Scheduling pick by employee

County position:

10.0 percent concession through five options, wages, increase cost sharing medical, furlough days, holidays, plan 4 match. 24/7 limited to no furlough days. Scheduling by employer. If no agreement by October 1, 2009 the percentage of concession goes up to give county full 10 percent

Article 39 Uniforms

Union position: Increase voucher to \$300. Identify new classifications to get voucher

County position: No change

Article 42 Contracting & sub-contracting of work

Union position: No change

County position: Eliminate article