



Hennepin County Labor Relations Department

A-400 Government Center
300 South Sixth Street
Minneapolis, MN 55487-0040

612-317-6309, Fax
www.co.hennepin.mn.us

September 26, 2011

Mr. Matt Nelson, Field Representative
Mr. Jeff Dains, Field Representative
Mr. Mark Baker, Field Representative
AFSCME, Council 5
300 Hardman Avenue South
South St. Paul, Minnesota 55075

RE: Labor Negotiations, 2012 – 2013

Gentlemen:

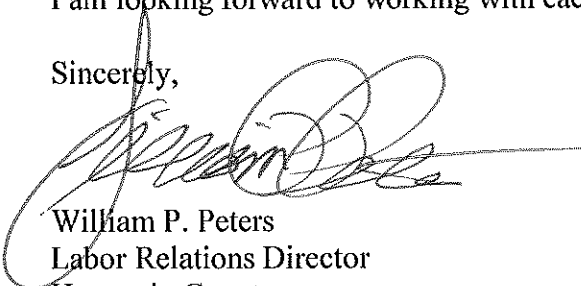
I am pleased to once again represent Hennepin County as Chief Negotiator in our labor contract negotiations with AFSCME, Council 5.

We face difficult financial times. These times will challenge us to use our collective creativity in order to secure a settlement. As we move forward, we can be confident in the fact that AFSCME and Hennepin have always found a way to achieve a voluntary settlement.

I am prepared to present this INITIAL PROPOSAL to you and your bargaining team on September 26, 2011.

I am looking forward to working with each of you.

Sincerely,



William P. Peters
Labor Relations Director
Hennepin County

**EMPLOYER'S INITIAL PROPOSAL – 2012, 2013
TO
AFSCME MULTI-UNIT GROUP**

**Clerical Unit
Social Services Unit
Legal Unit
Legal Essential Unit
Probation/Parole Unit
Adult Corrections Unit
Professional Unit**

September 26, 2011

What follows is the Employer's **INITIAL PROPOSAL** in these negotiations. The Employer reserves the right to add to, modify or delete items in this initial offering.

These proposals apply to all of the Multi-Unit bargaining units listed above. The Employer reserves the right to present additional items which apply to specific bargaining units in our supplemental negotiations.

1. Term of the Agreement

Article 44, Local 2938, Legal
Local 2938, Essential Legal
Local 2822, Clerical
Local 2864, Professional
Article 43, Local 552, Probation/Parole
Article 45, Local 34, Social Services
Local 1719, Adult Corrections

Two (2) Years, 2012 and 2013

2. Wages

Article 40, Local 2938, Legal
Local 2938, Essential Legal
Article 38, Local 2822, Clerical
Local 34, Social Services
Article 39, Local 552, Probation/Parole
Article 45, Local 2864, Professional
Article 41, Local 1719, Adult Corrections

2012: There shall be no increase in wages

2013: There shall be no increase in wages

3. Step Increases

Article 40, Sec. 2 Local 2938, Legal
 Local 2938, Essential Legal
Article 38, Sec. 2 Local 2822, Clerical
 Local 34, Social Services
Article 39, Sec. 2 Local 552, Probation/Parole
Article 45, Sec. 2 Local 2864, Professional
Article 41, Sec. 2 Local 1719, Adult Corrections

2012: There shall be no step increases

2013: There shall be no step increases

NOTE: Should our negotiations fail to achieve a settlement by
 December 31, 2011, no steps will be provided commencing
 the first full payroll period in 2012.

4. Health Insurance, 2012 and 2013

Article 22, Sec. 1 Local 2938, Legal
 Local 2938, Essential Legal
 Local 2822, Clerical
 Local 34, Social Services
 Local 552, Probation/Parole
 Local 2864, Professional
 Local 1719, Adult Corrections

A. Employee Contributions, 2012 and 2013

2012

Single Coverage Employees shall pay 25% of Premium
Total Premium: \$695.38/month
Employee Pays: \$173.84/month
Employer Pays: \$521.53/month

Employee + Spouse Employees shall pay 25% of Premium
Total Premium: \$1,634.08/month
Employee Pays: \$ 408.52/month
Employer Pays: \$1,225.56/month

Employee + Child/ren Employees shall pay 25% of Premium
Total Premium: \$1,251.66/month
Employee Pays: \$ 312.92/month
Employer Pays: \$ 938.74/month

Family	Employees shall pay 25% of Premium
Total Premium:	\$1,912.24/month
Employee Pays	\$ 478.06/month
Employer Pays:	\$1,434.18/month

2013

In 2013, employees shall pay the same percentage of premium as they did in 2012. The premiums for 2013 shall be established by the Employer after discussions with and input from our unions via the Labor / Management Committee on Health.

NOTE: Should our negotiations fail to achieve a settlement by December 31, 2011, the Employer shall pay the same dollar amount toward premium in January, 2012 and beyond, as it did in December 2011.

B. Health Plan Design Changes

2012

Plan design changes shall be those communicated to the Labor / Management Committee on Health in our meeting of September 22, 2011 (see attachment below).

2013

Plan design changes in 2013 shall be established by the Employer after consulting with the union via the Labor / Management Committee on Health.

5. Stability Pay

- Article 24, Sec. 1 Local 2938, Legal
- Local 2938, Essential Legal
- Local 2822, Clerical
- Local 34, Social Services
- Local 552, Probation/Parole
- Local 2864, Professional
- Local 1719, Adult Corrections

There shall be no Stability Pay in 2012
There shall be no Stability Pay in 2013

6. Supplemental Negotiations

The Employer shall propose changes to specific labor agreements in our Supplemental Negotiations.

7. Economic Issues

Economic issues may be discussed, for purposes of clarification, in the supplemental negotiations process. However, all must be signed as approved in master negotiations.