

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

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

October 19, 2011

## County Says It Has No Money, Wants Employees to Pay More for Health Care

Health insurance became the hot topic during our third negotiation session on Oct. 10. With open enrollment due in November, we don't have much time to agree on this important issue. To fast track the process, the County wants to redesign our health plans via the Labor Management Health Care Committee, with the hope that the Committee can agree to changes.

The Union's position is clear. Health insurance plan designs are negotiable and we plan to negotiate **both** the plan designs and how much the employer and employees will pay for premiums.

After that discussion, the Employer said the County has no money to offer us at this time, and then left abruptly at 4:30 p.m. We were scheduled to meet until 8 p.m.

At the Labor Management Health Care Committee meeting on Oct. 13, the County proposed an improvement to the plan design. The change could save each of us as much as \$500 by lowering the out-of-pocket maximum from \$3,000 to \$2,500 for an employee, and from \$5,000 to \$4,500 for a family. The Union proposes a \$2,500 maximum for both families and employees. The County also said it would reduce premiums by 3 percent, from 7 to 4 percent. The aggregate level of benefits would be reduced by 2.81 percent with the County's health plan designs.

Union Committee members strongly suggested that HealthPartners needs to be in Tier One and Park Nicollet in Tier Two. We also suggested that for prescription drugs, where there is no generic equivalent, the brand name co-pay should be the same as the generic co-pay.

When negotiations resume Oct, 24, the Union Table Team will present comprehensive proposals on health insurance and wages. We will also discuss our bullying proposal. Two more negotiation sessions are scheduled with a state mediator on Nov. 7 and 14.

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: Caron Chapman
- ❖ **Local 2938** – Legal and Essential Units – President: Kellie Charles

AFSCME Field Representatives – Matt Nelson, Jeff Dains, Mark Baker

## Speak Out!

Tell our bosses:

**NO!** to no COLA in 2012

**NO!** to no merit increases in 2012

**NO!** to no COLA in 2013

**NO!** to no merit increases in 2013

**NO!** to increasing our contribution to singles-only health insurance to \$173.84 per month

**NO!** to increasing our contribution to employee + children health insurance to \$312.92 per month

**NO!** to increasing our contribution to employee + spouse health insurance to \$408.52 per month

**NO!** to increasing our contribution to family health insurance to \$478.06 per month

**NO!** to taking away stability pay—a loss of \$100 per month for most senior employees

**NO!** to higher co-pays on prescriptions and making us pay more to keep our same doctors!



**They say CUT BACK, we say FIGHT BACK!**

# Wear green, be seen & heard...

# RALLY!

Hennepin County AFSCME members

Monday, October 24 at NOON

Government Center — Public Service Level



Our union negotiators go back to the bargaining table on 10/24/11.

We can't be at the table, but Hennepin County is bargaining with all of us.

We can back our negotiators with our **SOLIDARITY!**