

AFSCME Contract Vote Members of



Locals 34, 552, 1719, 2822, 2864, & 2938

Contract vote on Tuesday, December 6, 2011
at the following times and sites:

1800 Chicago, Room N-140 1800 Chicago Ave., Minneapolis	11:30 AM—1:00 PM
Adult Correction Facility, main building lobby 1145 Shenandoah Lane, Plymouth	6:15 AM—8:45 AM 2:15 PM—5:00 PM
Brookdale Library, Creekside Room next to meeting rooms 6125 Shingle Creek Pkwy., Brooklyn Center	11:30 AM—1:30 PM 4:00 PM—6:00 PM
Century Plaza, 4th floor lunch room 330 So. 12th St., Minneapolis	11:00 AM—1:30 PM
Health Services Building (HSB), 1st floor lobby 525 Portland Ave., Minneapolis	8:00 AM—5:00 PM
Hennepin County Government Center North Public Service Level 300 So. 6th St., Minneapolis	7:30 AM—5:30 PM
Ridgedale Library, downstairs lobby 12601 Ridgedale Dr., Minnetonka	11:30 AM—2:30 PM 4:00 PM—6:00 PM
Southdale Library, Lobby Conference Room 7001 York Ave. So., Edina	11:30 AM—2:30 PM 4:00 PM—6:00 PM
Family Justice Center (1st floor, Child Support Reception Area) 110 So. 4th St., Minneapolis	11:00 AM—1:30 PM 3:30—4:30 PM
Minneapolis Central Library, Meeting Room N-270 300 Nicollet Mall, Minneapolis	11:00 AM—1:30 PM 4:00 PM—6:00 PM
Northpoint, main lobby (look for signs) 1313 Penn Ave. No., Minneapolis	11:00 AM—1:30 PM

Members of AFSCME Locals 34, 552, 1719, 2822, 2864 & 2938 may vote on the proposed contract at any listed time or location. You will need to comply with the voting procedures for your local, which may require showing a membership card and/or driver's license or signing of a membership card. Passage or failure is determined by a simple majority of those voting on each individual contract. All locations will have copies of the proposed contract changes and an AFSCME Representative available to answer questions.

To view the proposed settlement, go to the AFSCME Council 5 website at www.afscmemn.org, click on "Bargaining Updates" then "Hennepin County" and open the proposed settlement summary.



Strike training dates mailed out are canceled for now. If the contract is voted down we will re-schedule strike training at a later date.

AFSCME locals and Hennepin County reached a tentative contract agreement on November 15 at 10:00 a.m. after 24 hours of tough bargaining during tough times. **Members will be able to vote on the agreement Tuesday, December 6, 2011.**

The Master Committee Negotiation Team recommends that members pass the new contract for the next 2 years.

We've done our part to keep county services operating during tough times. But the recession and state budget cuts have made this the toughest contract negotiations in memory. Against those odds, your Union negotiators successfully retained your hard won benefits and contract protections. Take a look...

MANAGEMENT ORIGINAL OFFER	FINAL CONTRACT
No steps for 2 years	NO steps in 2012 but Steps and 1.5% in 2013 or 2.5% on all steps and no step increase. Up to each bargaining unit. Local 1719 and Local 2938 essential unit will take 1.5% with steps.
No stability pay for 2012 and 2013 No pay Increases for 2 years	Stability pay for 2012 and 2013 \$500 lump sum to all employees paid on the first full pay period in January 2012 and 1.5% with steps or 2.5% without steps for 2013.
Employee contribution of 25% or \$173.50 for single premium on 1/1/12 and 1/1/13 Families pay 25% of premium	Employee's share of single premium: \$40 through 11/30/12; \$60 from 12/1/12 through 11/30/13; and, \$75 beginning 12/1/13 Families pay the same for insurance in 2012 as they did in 2011 and the same percentage in 2013 as in 2012 \$300 lump payment in 2013 to benefit earning employees making \$18/hr or less
Annual first-dollar deductibles would increase to \$50/\$75 for employees with single coverage in Tier 2/3 and \$100/\$150 for family coverage in Tier 2/3	No first dollar deductible in 2012. First dollar deductible of \$50/\$75 for employees with single coverage in Tier 2/3 and \$100/\$150 for family coverage in Tier 2/3 in 2013.
Move Health Partners, Children's Hospital, North Memorial to tier 2 and Park Nicollet to Tier 3	Keep Health Partners, Children's Hospital, North Memorial on Tier one and keep Park Nicollet on Tier 2
Health plan design changes with <u>many</u> increases in co-pays for employees	Moderate changes in co-pays in RX
No Pay Increases in 2012 or 2013	\$500 lump sum to all employees paid the first pay period in January 2012 and 1.5% with steps or 2.5% without steps for 2013
No vacation cash out for 2012 or 2013 and no cash out for adding employees who have PTO	Vacation and PTO sellback up to 40 hours in 2013. Add PTO to sellback
Remove job protection for members of Local 552	Retain protection against contracting out the work of Local 552

(For complete settlement summary language, visit www.afscmemn.org + Bargaining Updates + Hennepin County)