

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

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

September 18, 2013

## **Tentative Agreement on Health Insurance, Premiums Remain the Same for 2014**

Your union table team has made significant progress after three negotiation sessions with the county. We now have a tentative agreement on health insurance. Read it and the latest bargaining updates at <http://afscmemn.org/hennepin-county-bargaining>.

The county has proposed and the union has tentatively accepted, subject to approval of the members, **a second health care option that offers significant savings to employees who enroll.** This has been done by limiting the option to two networks: HealthPartners/Park Nicollet or Fairview/HealthEast/North Memorial Hospitals and Clinics. If this tentative agreement is approved by our members, employees selecting this option must choose one of the two offered networks. Coverage within these networks will remain the same. This second option will have the same copays and deductibles you pay now in the current system, which will also be available at the same premiums paid in 2013.

**If you like the insurance you have now, that's great! You can keep that insurance and for 2014, under this proposal, the premiums will remain the same!**

What option should I choose? Members who are seeing specialists or who have ongoing issues where they need to see a specific provider should be careful to check to see if their provider is in one of the two networks that will be participating in this plan. If you choose the second option with the narrow network, and you need to see a provider outside of the network you choose, the care will be "out of network" which means that you must first pay a \$500 deductible with the remaining costs for the care split with 70 percent paid by the insurance plan and 30 percent paid by the member.

Local 552 (Probation and Parole Officers) will be voting on this health care proposal at their September 25<sup>th</sup> union meeting. Locals 34 (Social Services) and 2822 (Clerical and Related) will hold their votes on this proposal at their October 9<sup>th</sup> union meetings. If you are in a different Hennepin County AFSCME local, contact a union rep about when you will be able to vote on this proposal.

**The county's current wage offer is 1.5 percent** cost of living adjustments for employees at the top of the pay scale. Employees who are in the range will get steps for the next two years, but no cost of living adjustment at the beginning of each year.

**The union's proposal is for 4.75 percent** cost of living adjustments at the beginning of each year for all employees for 3 years. All employees who are not at the top of their pay scale would get a step increase the first pay period of 2014 and get their regular steps for 2014, 2015, and 2016.

**If you support the union's proposal, we really need your help.** Join our Action Committee at their next meeting on October 14 from 3-5 p.m. in the Government Center Auditorium. To learn more, contact committee chair Heather Hemmer at [HeatherH\\_87@yahoo.com](mailto:HeatherH_87@yahoo.com).

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 Steve Franks
- ❖ **Local 2822** – Clerical and Related Services – President Lynn Stetler
- ❖ **Local 2864** – Professional and Librarians – President Catherine Brennan
- ❖ **Local 2938** – Legal and Essential Units – President Kellie Charles

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



**Let's tell the county we are fed up with substandard wages**

**Wear green, be seen & heard...**

**RALLY!**

**Hennepin County AFSCME members**

**Monday, September 30 at NOON**

**Government Center — Public Service Level**



**AFSCME**