

Hennepin County and AFSCME Tentative Agreement Reached 11/16/2015

AFSCME Locals 34,2822,552,2864,1719, 2938 (Legal)

Duration- 3 year contract for years 2016, 2017, 2018

Wages-

Effective the first full pay period of 2016, all classifications with minimum salary ranges below \$15.00 will be increased to at least \$15.00 per hour. This shall not limit any general wage increases

2016: Individuals at the top of their salary range will receive a 2.5% general wage increase effective the first full pay period in 2016.

Individuals who are progressing within the salary range will receive a 1.5% general salary adjustment effective the first full pay period of 2016 and their step increase (when eligible in the year 2016).

2017: Individuals at the top of their salary range will receive a 2.5% general wage increase effective the first full pay period in 2017.

Individuals who are progressing within the salary range will receive a 1.5% or \$0.27, whichever is greater, general salary adjustment effective the first full pay period of 2017 and their step increase (when eligible in the year 2017).

2018: Individuals at the top of their salary range will receive a 2.5% general wage increase effective the first full pay period in 2018.

Individuals who are progressing within the salary range will receive a 2.5% or \$0.45 whichever is greater, general wage increase effective the first full pay period in 2018 as well as their step increase (when eligible in the year 2018)

Market Adjustments: Over 1million dollars was allocated for over 18 job classes to receive market adjustments, see attached document for specifics.

Health Insurance: We were able to offset some of the insurance increases with reserve money; we held off additional increases on prescription drug copays; and most importantly we were able to establish a process that gives us more power in premium and plan design change decisions.

Employee Contributions toward Health Premiums:

Standard Plan

2016 Single Coverage: \$80.00/month, an increase of \$5.00/month.

2017 Single Coverage \$85.00/month, an increase of \$5.00/month over 2016.

2018 Single Coverage \$90.00/month, an increase of \$5.00/month over 2017.

2016, 2017 and 2018

Three (3) Family

Coverage's The Standard Plan cost will be same percentage of premium in 2016, 2017 and 2018 as in 2015. i.e. NO CHANGE to the percentage of the employee's cost share

Single + Spouse	25.15%
Single + Child(ren)	25.14%
Family	23.94%

Advantage Plans

2016 Single Coverage: Health Partners/Fairview Health increases \$5.00/month to \$46.86/month.

HCMC/NorthPoint increases \$5.00/month to \$13.72/month.

2017 Single Coverage Health Partners/Fairview Health increases by \$5.00/month to \$51.86/month.

HCMC /NorthPoint increases by \$5.00/month to \$18.72/month.

2018 Single Coverage Health Partners/Fairview Health increases by \$5.00/month to \$56.86/month.

HCMC/NorthPoint increases by \$5.00/month to \$23.72/month.

2016, 2017 and 2018

Three (3) Family Coverage's The Health Partners/Fairview Health plan will cost the same percentage of premium in 2016, 2017 and 2018 as in 2015 i.e. NO CHANGE to the percentage of the employee's cost share.

Single + Spouse	21.21%
Single + Child(ren)	21.20%
Family	19.94%

HCMC/Northpoint plan will cost the same percentage of premium in 2016, 2017 and 2018 as in 2015. i.e. NO CHANGE to the percentage of the employee's cost share.

Single + Spouse	16.83%
Single + Child(ren)	16.83%
Family	15.49%

Health Insurance Plan Design Changes, 2016

The projected 7.9% premium cost increase for 2016 will be mitigated by 0.75% with the following Plan Design changes.

On-line Care

Virtual on-line medical services are available at no cost to employees via Virtuwel (Health Partners Advantage) and Zipnosis (Fairview Health Advantage) and EVisit (HCMC / Northpoint) and MDLive (all plans).

Office Visit Co-Pays

BeWell Clinic will not have an office visit co-pay.

Advantage HCMC/NorthPoint will not have an office visit co-pay, however other provider locations in this network will have a \$20.00 office visit co-pay.

The Three (3) for Free office visit program will remain in effect for the Advantage Plans.

All plans, other than Advantage HCMC/ Northpoint, will have a \$5.00 increase to \$35.00 per office visit without incentive and a \$5.00 increase to \$20.00 per office visit when incentive completed.

Prescription Drug Co-Pay (All Plans)

Generic co-pay increases \$5.00 to \$20.00

NOTE: when the cost of the drug cost is lower than the co-pay, the drug cost is paid.

Mail Order Pharmacy (Navitus)

Generic co-pay will be \$40.00 for 90 day supply

Brand co-pay will remain \$80.00 for 90 day supply.

NOTE: the advantage here is you pay 2 months co-pay for 3 mos. of drug supply.

Out of pocket maximums will remain the same (\$2,500 per individual, \$4,500 per family).

Health Insurance Premium and Plan Design Changes, 2017 and 2018, 2019

The parties agree to a consensus decision making model within the context of the existing Labor Management Health Care Committee (LMHCC) for the purpose of setting plan design and premium for the years 2017, 2018 and 2019 as described below, and subject to the Consensus Parameters agreed to by the parties and incorporated by reference as an extension to this Agreement.

Dental Insurance: Local 2822, 34, 1719 only

2016: The Employer will pay an additional \$.01 and the union employees will pay an additional \$0.01 per hour.

2017: The Employer will pay an additional \$.01 and the union employees will pay an additional \$0.01 per hour.

2018: The Employer will pay an additional \$.01 and the union employees will pay an additional \$0.01 per hour.

Differentials:

See complete tentative agreement list, all night and day shift differentials were increased, no differential's will be less than \$1.00 effective 2017.

Other:

- Dignity and respect language added to the preamble of the contract
- Expanded tuition reimbursement
- Improved and expanded Meet & Confer language – including permanent language for workloads/caseloads
- Several language modifications and additions, see comprehensive tentative agreement document