

Summary of Proposed Contract Changes Between SEIU Local 517M and the Office of the State Employer

The collective bargaining agreements for the Scientific and Engineering, Technical, and Human Services Support Units will be extended for one year. Non-compensation provisions will continue through December 31, 2011; compensation provisions will continue through September 30, 2012.

This means there would NOT be negotiations during the summer of 2010. They will take place the summer of 2011. The Agreement is split between non-compensatory provisions and compensatory (wages and healthcare) provisions. Non-compensatory provisions set to expire on January 1, 2011 will be extended until January 1, 2012. Compensatory provisions set to expire on September 30, 2011 will be extended for an additional year through September 30, 2012.

However, in the event an across the board wage increase for FY12 is voluntarily agreed to during negotiations in 2010 with the UAW, MCO, MSEA, and AFSCME, and approved by the Civil Service Commission, upon request of the Union on or before March 1, 2011, negotiations for an across the board increase for FY 12 will be reopened no later than April 1, 2011.

In the current Collective Bargaining Agreement there is a 3% wage increase scheduled for October 1, 2010. Other unions may be negotiating with the state during the summer of 2010. If any of the above listed Unions achieve an across the board increase, SEIU will re-open the Agreement at that time and negotiate for a similar wage increase.

For the duration of the agreements, when the Employer determines to achieve savings through the use of temporary layoff, such temporary layoff scheduled by the Employer shall not exceed 4 days per fiscal year. If the savings are not sufficient, the parties will work together to attempt to meet the required savings through voluntary temporary layoff. If voluntary temporary layoff savings are not sufficient, indefinite layoff will be used to achieve the required savings.

In the current Agreement, the State can implement 6 temporary layoff days (furlough days) per fiscal year. If this Tentative Agreement passes, the State could only schedule 4 temporary layoff days per fiscal year through September 30, 2012.

Full-time bargaining unit employees will receive 2 hours Banked Leave Time (BLT) per pay period for 17 pay periods, for a total of 34 hours of BLT, with regular pay reduced accordingly. Less than full-time bargaining unit employees will receive a pro rata number of BLT hours, with regular pay reduced accordingly.

Several years ago the Internal Revenue Service approved a Banked Leave Program. It has been determined that there are still hours left in that program and this Tentative Agreement would require all members to take Banked Leave Time per pay period beginning early in 2010. This would be a one-time occurrence for 17 consecutive pay periods.

The New State Health Plan, as discussed, will be implemented for employees hired into the bargaining units on or after April 1, 2010. The Employer will pay 80% of the premium, and the enrolled employee will pay 20% of the premium for the New State Health Plan. The HMO available for employees hired into the bargaining units on or after April 1, 2010 will have office visit, emergency room, and retail and mail order prescription co-pays that mirror those in the New State Health Plan. The Employer will pay 85% of the HMO premium up to the amount paid for the same coverage code under the New State Health Plan.

New employees hired into the State of Michigan after April 1, 2010 will be enrolled in a New State Health Plan. Details are on the attached summary sheet.

The Employer agrees to support the use of the Voluntary Work Schedule Adjustment Program Plan A by bargaining unit employees wherever operationally feasible. In the event a department believes operational needs preclude granting a particular Plan A request, the request will be reviewed with the Office of the State Employer before a final determination is made.

Tech and SE

The supporting receipt required for travel reimbursement will be limited to items requested for reimbursement and include the date of purchase, place of purchase, amount of purchase, and a general description of the item(s) purchased. Any receipt containing the required items for information that appears to otherwise not be acceptable for reimbursement will be presented by the department to the Office of the State Employer for review.

TECH ONLY

The Union will determine the representative(s) at step one or step two or the Technical Unit grievance procedure, not to exceed two representatives in attendance at any grievance conference.

HSS ONLY

The Human Services Support Unit will be permitted to use the state's e-mail system for legitimate union business by union staff, union officers and union stewards and alternate stewards.