

Your Negotiating Team Recommends a YES vote to Ratify The Tentative Agreement That Will Help
Restore and Improve County Services and Put Our Community First

Summary of Key Master Economic Achievements

	County’s Starting Economic Proposal	Our Tentative Agreement																																																																
Term	5 year	4 years																																																																
Wage Increase	<div>1st Year: 1.25%</div> <div>2nd Year: 1.00%</div> <div>3rd Year: 1.00%</div> <div>4th Year: 1.00%</div> <div>5th Year: 1.00%</div> <div>By the 5th year raise, our gross income will increase by only</div> <div>5.36%</div>	<div>We won the following general wage increases over 4 years:</div> <div>1st Year: 4.50%</div> <div>2nd Year: 3.00%</div> <div>3rd Year: 3.00%</div> <div>4th Year: 3.00%</div> <div>By the 4th year raise, our gross income will increase by</div> <div>14.19%</div>																																																																
Medical	<div>Proposal 1: Workers’ Pay 2% on all health insurance plan and tiers (not a flat dollar amount)</div> <table><tr><th>Plan/Tier</th><th>Worker Contribution Per Pay Period</th></tr><tr><td colspan="2">Non VHP HMO (e.g. Kaiser)</td></tr><tr><td>Single</td><td>\$ 6.27</td></tr><tr><td>Spouse</td><td>\$ 13.16</td></tr><tr><td>Children</td><td>\$ 11.28</td></tr><tr><td>Family</td><td>\$ 18.18</td></tr><tr><td colspan="2">VHP</td></tr><tr><td>Single</td><td>\$ 7.87</td></tr><tr><td>Spouse</td><td>\$ 16.52</td></tr><tr><td>Children</td><td>\$ 14.16</td></tr><tr><td>Family</td><td>\$ 22.82</td></tr><tr><td colspan="2">POS (e.g. Health Net)</td></tr><tr><td>Single</td><td>\$ 10.07</td></tr><tr><td>Family</td><td>\$ 52.83</td></tr></table> <div>Proposal 2: Workers’ pay an additional 10% on year-to-year premium increases for the plan/tier. For example, if you are on VHP Family, and the VHP premium rates went up by 7% in fiscal year 2017, this would mean you would pay an additional \$7.99 per pay period in addition to the 2% of the base premium for VHP Family (Note: Most Labor Organizations Agreed to do this)</div> <div>Proposal 3: Plan Redesign for non-VHP HMO (e.g. Kaiser), POS (e.g. Health Net), and VHP</div> <table><tr><th></th><th>Current</th><th>Proposed</th></tr><tr><td colspan="3">Non VHP HMO</td></tr><tr><td>Office Visits Co-Pay</td><td>\$10.00</td><td>\$25.00</td></tr><tr><td>Emergency Room Visits Co-Pay</td><td>\$35.00</td><td>\$100.00</td></tr><tr><td>30 Day prescription (Gen/Brand) Co-Pay</td><td>\$5/\$10</td><td>\$10/\$30</td></tr><tr><td>100 Day prescription (Gen/Brand) Co-Pay</td><td>\$10/\$20</td><td>\$20/\$60</td></tr><tr><td>Hospital admission Co-Pay</td><td>\$100.00</td><td>\$250.00</td></tr><tr><td colspan="3">POS (Health Net PP)</td></tr><tr><td>Yearly Deductible (Single/Family)</td><td>\$0 / \$0</td><td>\$5,000/\$10,000</td></tr><tr><td>Office Visits Co-Pay</td><td>\$15.00</td><td>\$60.00</td></tr><tr><td>Emergency Room Visits Co-Pay</td><td>\$50.00</td><td>\$300.00</td></tr><tr><td>30 Day prescription</td><td>\$5/\$10/\$30</td><td>\$15/\$40/\$60</td></tr></table>	Plan/Tier	Worker Contribution Per Pay Period	Non VHP HMO (e.g. Kaiser)		Single	\$ 6.27	Spouse	\$ 13.16	Children	\$ 11.28	Family	\$ 18.18	VHP		Single	\$ 7.87	Spouse	\$ 16.52	Children	\$ 14.16	Family	\$ 22.82	POS (e.g. Health Net)		Single	\$ 10.07	Family	\$ 52.83		Current	Proposed	Non VHP HMO			Office Visits Co-Pay	\$10.00	\$25.00	Emergency Room Visits Co-Pay	\$35.00	\$100.00	30 Day prescription (Gen/Brand) Co-Pay	\$5/\$10	\$10/\$30	100 Day prescription (Gen/Brand) Co-Pay	\$10/\$20	\$20/\$60	Hospital admission Co-Pay	\$100.00	\$250.00	POS (Health Net PP)			Yearly Deductible (Single/Family)	\$0 / \$0	\$5,000/\$10,000	Office Visits Co-Pay	\$15.00	\$60.00	Emergency Room Visits Co-Pay	\$50.00	\$300.00	30 Day prescription	\$5/\$10/\$30	\$15/\$40/\$60	<div><div>1. No Increased Premium Contribution: Out-of-pocket premium contributions to medical insurance remains unchanged for the first two years and shall remain at the current flat dollar based on Fiscal Year 13 Health Benefit Premium rates.</div><div>2. No obligation to pay an additional 10% of year-to-year health premium increases: While most County Labor organizations agreed to pay this huge amount, we do not.</div><div>3. No Plan Design Changes: No plan design changes to VHP, non VHP HMO, and POS for the first two years (i.e. office visit copays, ER visit copays, prescription copay)</div><div>4. Workers keep 3 Healthcare Carrier Options: Valley Health Plan (VHP), Non-VHP HMO, and Point of Service (POS) for the first two years</div><div>5. Single/Employee Only Tier remains free: Workers shall continue to have no premium contribution on the 'single' tier under all health insurance provider options for the first two years</div><div>6. Valley Health Plan remains free: Workers shall continue to have no premium contributions on all tiers ('single,' 'spouse,' 'dependent,' and 'family) under Valley Health Plan for the first two years</div><div>7. Limited Reopener to Address Cadillac Tax: At the end of the 2nd year of the Contract, SEIU Local 521 has negotiated a limited medical insurance reopener with the County, so that members will have an opportunity to bargain potential medical insurance changes to address the potential consequences of the Cadillac Tax. Any changes, of course, are fully subject to approval by the membership. (In 2018, the landscape for employer based health insurance shall change in a big way with the introduction of the Cadillac Tax (aka "excise tax"). The "Cadillac Tax" is a 40% non-deductible excise tax on employer-sponsored health coverage that provides high-cost benefits.)</div><div>8. Make Kaiser and Health Net Compete for our</div></div>
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	(Gen/Brand/NonForm) Co-Pay			Business to reduce costs: Presently, Kaiser and Health net are specifically listed in our contract, thus giving these Big Carriers monopoly-like bargaining power to overcharge us with high premium rates. While this overcharging may on its face appear to be solely an employer issue, overcharging does mean funds that could have gone towards services and workers are now in the deep pockets of these big carriers. Thus, we have decided to remove just the <u>names</u> of Kaiser and Health Net and replace them with the words non-VHP HMO and POS. We believe making big health carriers compete for our business to keep health premium rates at the lowest levels possible is far more advantageous to us because we can use any cost savings to expand services, jobs, and/or our wages to recruit and retain a talented workforce.
	90 Day prescription (Gen/Brand/NonForm) Co-Pay	\$10/\$30/\$60	\$30/\$100/\$150	
	VHP			
	Office Visits Co-Pay	\$0	\$35.00	
	Emergency Room Visits Co-Pay	\$0	\$250.00	
	30 Day prescription (Gen/Brand/NonForm) Co-Pay	\$0	\$15/\$50/\$70	
	Mail Order 100 Day prescription (Gen/Brand/NonForm) Co-Pay	\$0	\$15/\$50/\$70	
	Hospital admission Co-Pay	\$0	\$600.00	
	Proposal 4: Reopener on medical in the first year of the Contract to negotiate plan design changes Proposal 5: Full employer discretion to unilaterally change health insurance carriers without bargaining with the union. Proposal 6: Removal of the Kaiser and Health Net names from contract			
Pension	Eliminate our 7% Employer Paid Member Contribution (aka EPMC) for Classic County Workers (Workers Hired by County before Jan. 1, 2013) in exchange for a self-funded raise of 6.014%			No increase in out-of-pocket costs to our Pension plan. No changes to our Pension
Retiree Medical (OPEB)	We must increase our out of pocket retiree medical (OPEB) expenses to the following amount per pay period -\$10.00 (less money in our pocket)			We only increased the retiree medical contribution per pay period by the following dollar amount: \$2.50
Personal Business Belief Days	The union must renegotiate to get these days every bargaining cycle			Personal Business Belief Days are now automatically given to Workers without having to bargain for them in each bargaining cycle
Educational Leave	No Increase in Funds			We increased the annual funds for educational leave by \$25,000 per fiscal year Additionally, we also increased an individual workers’ reimbursement cap to \$1,800 per fiscal year (Previously \$900 cap)
Safety Shoes	No increase in reimbursement			We increased annual reimbursement amount to \$250 (Previously \$155)

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On Call Duty Pay	No Increase to on-call Pay	Increased on call pay to \$35 per unit (previously \$33 per unit)
Hazard Duty Pay	No Increase to Hazard Duty Pay	Increased Hazard duty Pay to \$1.10 per hour (Previously \$0.95 per hour)
Holiday Pay	Refused to pay workers holiday pay on workers who worked on the actual July 4 th holiday	We won holiday pay for workers who work on the actual July 4th holiday
Overtime Meals	No change	We increased the overtime meal reimbursement amount to \$13 (Previously \$9)

Summary of Key Master Non-economic Achievements

1. Union added Estate Property Technician, Hospital Stationary Engineer, Stationary Engineer, General Maintenance Mechanic I, II, & III to the Uniform Allowance Section
2. Union increased the number of sick days that a worker is entitled to use for care of immediately family 6 to 9 sick days (Assuming a worker has full time status).
3. Union reduced the listed effective wage from 10.49% to 7.49% which will assist future efforts to calculate wage comparisons during the wage realignment process
4. Union won a guarantee that our union contracts will get printed in 90 days from date of ratification by both County and Union.
5. Union won a permanent telecommuting program for SEIU 521 workers
6. Union won new language to ensure any classification that is required by the County and State government to hold a licensure/certification and/or continuing education to carry out their current county job shall be automatically eligible for reimbursement of costs of the county / state required continuing education and license/certification. In addition, we successfully removed the \$300 cap on reimbursement and change the language to the actual cost of the license renewal.
7. Union won language to expand Unit Based Teams beyond Health and Hospital System to the following departments: SSA, Department of Revenue, Library, Department of Environmental Health, Vector Control, 911 Dispatchers, Planning Department, Parks and Recreation, County Clerk-Recorder’s Office, Registrar of Voters, Tax Collector, & Procurement