



COUNTY ADMINISTRATOR
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MEMORANDUM

TO: Rolland Sizemore, Jr.
Chair, Ways & Means Committee

FROM: Diane M. Heidt
Human Resources / Labor Relations Director

THROUGH: Verna J. McDaniel
Washtenaw County Administrator

RE: Tentative Agreement – ***AFSCME Local 2733***

DATE: September 13, 2011

Recommended Action:

The Negotiating Team recommends approval of the Resolution approving the Union ratified agreement with AFSCME Local 2733.

Background:

Beginning in February, 2011, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts which were set to expire 12/31/2011. In March and April, 2011, the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations.

Given the current strained economy in Washtenaw County and the State of Michigan, it was understood from the onset that these negotiation would be a difficult process. However, the vision for the process has been “To create a product and process that both the union and management are satisfied with.” The guiding principles that were followed include:

- Partnership
 - Purpose

- Right to say “No” ... ensure that everyone is heard
- Honesty (full disclosure)
- Accountability
- Engagement – Communication
- Fit with the 10-year Financial Projections
- Even Application of Policy
- Employee Morale (openness & communication)
- Professional Approach (respect & trust)
- Measures of Success / Checkpoints
- Communication (engagement & employee morale)

Further, the County and the Unions engaged in Interest-Based Bargaining (IBB) training to understand the concepts and techniques for communication and understanding.

It is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined.

The collective bargaining agreement with the **AFSCME Local 2733**, expires December 31, 2011. The bargaining unit consists of the following employees:

Unit A: All Washtenaw County professional employees excluding executives supervisors administrative employees presently represented by collective bargaining representatives Circuit, Probate and District Court employees Prosecuting Attorney’s Office, Public Defender’s Office (attorneys and investigators) Corporation Counsel's Office, Human Resources Department confidential employees and those employees mutually agreed to by the Union and the Employer.

Unit B: All Washtenaw County employees excluding executives, supervisors, administrative, professional employees, employees presently represented by collective bargaining representatives, Circuit, Probate and District Court employees, Corporation Counsel's Office, Human Resources, confidential employees and those employees mutually agreed to by the Union and the Employer.

Unit C: All Employees employed by the Circuit Court and Friend of the Court, excluding Supervisors and all other employees.

Family Div –: All Employees of the Washtenaw County Probate Court-Juvenile
Juvenile Division, with the following exclusions:
Center 1. Supervisory and administrative personnel;
 2. Court bailiffs/officers; and
 3. Temporary and seasonal employees who are not covered under this Agreement.

Juvenile: All Employees of the Washtenaw County Juvenile Detention, with the

Detention following exclusions:
1. Supervisory and administrative personnel;
2. Court bailiffs/officers; and
3. Temporary and seasonal employees who are not covered under this Agreement.

The parties have been negotiating with the focus of reaching a tentative agreement by September 15, 2011. The parties reached such agreement on September 7, 2011, and the Union has ratified said agreement.

Discussion:

The terms and conditions of the ratified agreement are set forth in the attachment to the Resolution. The highlights are as follows:

DURATION

September 14, 2011 through December 31, 2013

WCERS

Contribution of 10.0% for 2012-2013
10 year vesting, currently vested employees are grandfathered; option to review FAC calculation

ELIMINATION VACATION PAYOUT

Add clause for excess time extension (90 day grace period), effective for excess vacation accrued in 2012 and 2013

BANK LEAVE TIME

Ten (10) bank leave days (with no furlough days) for 2012 & 2013; sunset 12/31/13

HEALTH CARE (Effective 1/1/2012)

CORE PLAN: PPO7 w/ \$75/mo premium sharing
Buy up optional Plans: PPO1; PPO2 (Employee would pay difference between PPO7 and optional plan; in addition to \$75/mo premium sharing; to be determined annually at Open Enrollment)

All Plans:

\$20 OV
\$20 Chiro OV (24 visits/year)
Rx \$7/35/70; with language to address Employees taking current prescriptions at \$30 rate would be grandfathered so that those Rx are still available under prescription coverage and w/o step therapy; 2 co-pay for 90 days mail order.
Emergency Room \$250 Co-pay
Retirees with 20+ years of service pay 0% for health care premium and receive PPO2

ELIMINATE MEDICAL WAIVER PAYOUT (Effective 1/1/2012)

LTD and LIFE INSURANCE MAINTAINED AT CURRENT LEVELS

HEALTH CARE SAVINGS ACCOUNTS AVAILABLE TO EMPLOYEES (establish a committee to draw up policies and procedures)

FREEZE TUITION REIMBURSEMENT AT 0% for 2012-2013

ELIMINATE LONGEVITY FOR NEW HIRES (Effective 1/1/2012)

REDUCE LONGEVITY PAYOUT BY 25% for 2012; FREEZE STEP INCREASES FOR 2013

WAGES

If property tax revenues increase by at least 2% on or before 12/31/12, a 1% wage increase would become effective January 1, 2013

BIRTHDAY (Effective 1/1/2012)

Employee receives his or her birthday off with pay, if that day falls on a weekend or other holiday, he or she may opt to take the paid day off at another time.

ME TOO

In the event that another employee group within this employer receives a contractual net gain (wages and benefits), parity shall be provided to AFSCME Local 2733 (excluding Sheriff Department labor groups).

All remaining economic, non-economic, and reclassification issues shall be negotiated by way of letter of understanding by 12/31/11.

All other provisions of the collective bargaining agreement apply.

Impact on Human Resources:

None

Impact on Budget:

All modifications have been considered as part of the budget.

Impact on Other County Departments or Outside Agencies:

None

Conformity to County Policies:

Proposed tentative agreement conforms to County policies.

A RESOLUTION APPROVING THE AGREEMENT WITH AFSCME LOCAL 2733 AND WASHTENAW COUNTY FOR THE PERIOD OF SEPTEMBER 14, 2011 THROUGH DECEMBER 31, 2013

WASHTENAW COUNTY BOARD OF COMMISSIONERS

September 13, 2011

WHEREAS, beginning in February, 2011, Administration and Human Resources / Labor Relations brought to the Board of Commissioners an overview of the collective bargaining process, including the status and process for negotiations with those labor union contracts set to expire 12/31/2011; and

WHEREAS, in March and April, 2011, the Washtenaw County Board of Commissioners provided their approval of a recommended strategy for negotiations; and

WHEREAS, given the current strained economy in Washtenaw County and the State of Michigan, it was understood from the onset that these negotiation would be a difficult process; and

WHEREAS, the vision for the process has been "To create a product and process that both the union and management are satisfied with."; and

WHEREAS, the guiding principles that were followed include partnership, engagement, fit with the 10-year financial projections, even application of policy, employee morale, professional approach, measures of success / checkpoints, and communication; and

WHEREAS, the County and the Unions engaged in Interest-Based Bargaining (IBB) training to understand the concepts and techniques for communication and understanding; and

WHEREAS, it is clear that the IBB process assisted both parties in building trust, through full-disclosure, and enhancing communication to reach the settlements in the professional manner and timeframe that had been determined; and

WHEREAS, the collective bargaining agreement with the ***AFSCME Local 2733***, expires December 31, 2011; and

WHEREAS, the bargaining unit consists of the following employees:

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Detention following exclusions:
1. Supervisory and administrative personnel;
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3. Temporary and seasonal employees who are not covered under this Agreement.

WHEREAS, the parties have been negotiating with the focus of reaching a tentative agreement by September 15, 2011. The parties reached such agreement on September 7, 2011, and the Union has ratified said agreement.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby approves the agreement with AFSCME Local 2733 and Washtenaw County for the period September 14, 2011 through December 31, 2013 as attached hereto and made a part hereof

BE IT FURTHER RESOLVED that the Labor Relations Manager is authorized to draft a new collective bargaining agreement to be presented and signed by the Washtenaw County Board of Commissioners

BE IT FURTHER RESOLVED that the Washtenaw County Board of Commissions extend the same benefits as agreed to with AFSCME Local 2733 to Non-Union, Court Non-Union and Elected Officials.

TENTATIVE AGREEMENT
Washtenaw County & AFSCME Local 2733

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