



Dear AFSCME Member:

As you know, for many months now state employees have been living with the threat of massive layoffs—as many as 2,600 in this fiscal year, with the prospect of thousands more in the coming year. In addition, there have been persistent rumors that because the contract does not allow the employer to unilaterally mandate employee furlough days, it would instead implement a temporary layoff that could impact all employees. The contract does not prevent the employer from laying off employees—either on a temporary or permanent basis.

Fortunately, using every legal tactic available, your Union was successful in temporarily halting the 600+ layoffs for which notices have already been issued, and preventing Management from moving forward on the other 2,000. However, the injunction granted last fall that halted those layoffs was soon to be lifted as the grievances on which it was based had gone to arbitration.

The Union's overriding priority has been to prevent the great harm that losing one's job—especially in these dire economic times—can cause. At the same time, we have strongly resisted the State's pressure to agree to mandated furlough days, which could take a big bite out of members' pay checks, as well as demands to give up step increases or pay raises.

At the urging of the arbitrator—and with his mediation—AFSCME and CMS have been seeking to resolve the grievances relating to the layoffs. They pertained to: bargaining over the impact of the layoffs; the impact of the layoffs on safety in IDOC; and personal service/vendor contracts. The Union pressed for the settlement discussions to go beyond the substance of these grievances and to address the dire threat that layoffs posed to union members. We sought a broader resolution that would preserve jobs while recognizing the State's concern to achieve savings given its severe fiscal straits.

I'm very pleased to tell you that we were successful in our goal. We have reached a resolution of the outstanding issues related to the grievances, as well as the actual and potential layoffs. This resolution will greatly enhance job security for AFSCME members, ensuring that vital state services will continue to be provided without further erosion of their quality or availability.

This resolution will:

- *Protect the vast majority of AFSCME members from any layoffs through June 30, 2011.*
- *Provide greatly expanded vacancy and recall rights for the limited number of employees who could still face the possibility of layoffs.*
- *Prohibit any facility closures through June 30, 2011, beyond those that have already been announced.*
- *Greatly increase the Union's ability to identify and eliminate personal service and vendor contracts and restore bargaining unit work.*

To achieve these unprecedented protections, AFSCME members will defer 1% of the July 1, 2010 pay increase and 1% of the January 1, 2011 pay increase until June 1, 2011—and will be encouraged to participate in a voluntary furlough program. AFSCME has not ceded its right to

oppose the facility closures that have already been announced—and the Union intends to continue to fight to prevent those closures.

All over the country, state workers are faced with massive numbers of layoffs, mandated furlough days, and wage freezes or rollbacks. It is a tribute to the unity and determination of AFSCME here in Illinois that we have been able to achieve this resolution which provides job security for the great majority of union members and assures the continued provision of vital services. The task before us now is to continue the battle to enact legislation that will raise the new revenues needed to address the state's dire fiscal crisis in order to assure a brighter future for us all.

In solidarity,



Henry Bayer
Executive Director

**SUMMARY OF MEDIATED RESOLUTION
BETWEEN AFSCME COUNCIL 31 AND THE STATE OF ILLINOIS**

- There will be no layoffs, including temporary layoffs, through June 30, 2011 beyond those for which layoff notices have already been issued and those related to proposed facility closures already announced (Howe DC, Thomson CC, KMSU, Ma Houston ATC).
- The layoff notices already issued in the Department of Corrections will be rescinded and there will be no layoffs in IDOC except for those related to the aforementioned proposed facility closures.
- There will be no facility closures through June 30, 2011 beyond those already announced.
- The Union maintains its right to continue to battle against the facility closures already announced.
- The State will redo vacancy offerings for laid off employees to include any additional vacancies that have become available. Employees who've already chosen will be able to keep the vacancies they chose if they so desire.
- For a period of four years if a direct care or security position becomes vacant, the position must be posted and filled automatically if there are any employees on the recall list for the county in which the vacancy occurs. In addition to RC-6, CU-500 and RC-9, this provision will pertain to other positions that play key roles in direct service at DVA, DHS, IDOC or DJJ facilities.

- Any employees impacted by a layoff plan shall be red-circled for any salary reduction of three pay grades or less
- There will be a joint labor-management review of all personal service contracts, vendor contracts and subcontracts, beginning in those agencies impacted by layoffs. Where the parties agree that a violation of the contract exists, the employer will terminate all such personal service or vendor contracts no later than Dec. 31, 2010. Where the parties cannot agree, the issue will be immediately submitted to arbitration.
- The parties agree to negotiate the terms of a voluntary furlough program extending through June 30, 2011 for all employees except RC-6, RC-9, and CU-500. No employee can be required to take any furlough days. Employees who do take days will be granted paid incentive days. These will be days adjacent to holidays and will be granted at the rate of one day off for every two furlough days. Furlough days will not result in any reduction in health care benefits—and the employer will initiate legislation so that furlough days do not result in any reduction in pension benefits.
- If the labor-management health care committee established under the master agreement can develop a plan to achieve \$70 million in savings, the employer's right to reopen the contract to negotiate changes in employee health insurance contributions is waived.
- If the Thomson CC closure goes forward, Thomson employees (including those hired at Thomson and now working at other facilities) will have expanded rights to vacancies at other facilities.
- 1% of the 2% pay increase scheduled for July 1, 2010 and 1% of the 2% increase scheduled for January 1, 2011 shall be deferred to June 1, 2011.
- If HB 174 or a similar revenue-raising measure is enacted into law, the January 1, 2011 deferment will not be implemented (or will be restored within 30 days if the bill passes after Jan. 1, 2011.)
- The injunction will be vacated and the arbitrator will retain jurisdiction over any disputes arising from the interpretation or implementation of this resolution.