State Contract Summary

Summary of Tentative Agreement

between

The American Federation of State, County and Municipal Employees (AFSCME)
AND
The State of Illinois
State Master Agreement
July 1, 2012-June 30, 2015

The AFSCME Bargaining Committee unanimously recommends ratification.

A Message from the Executive Director

Dear AFSCME Member,

The tentative agreement summarized here is the product of unprecedented solidarity and mobilization by tens of thousands of AFSCME members like you, backing up 15 months of hard bargaining by your elected Bargaining Committee. Standing together, we resisted a barrage of attacks on the rights and benefits of union members to reach an agreement that preserves the hard-won economic gains state employees worked for years to achieve.

Throughout this long and grueling fight, the Employer consistently cited the state's dire fiscal straits, high health care costs, and soaring deficits in pressing for lower compensation for state workers. In response, the Union made clear that while state employees are keenly aware of the state's fiscal woes and prepared to do their part, we would not be made scapegoats for fiscal problems we didn't cause.

This tentative agreement includes modest across-the-board wage increases while preserving steps and improving longevity. Avoiding the steep hikes in health care premiums the Administration pushed for more than a year, it keeps health cost increases at an affordable level. And it includes important improvements in contract language, expanding state employee rights and protections on the job. In all, this is an agreement that values the work you do and protects the economic gains our union has made despite extremely challenging budgetary times.

In addition, your Bargaining Committee made clear to the Administration that it must honor the last contract before a new contract could be resolved. As a result, the Administration agreed that all AFSCME-represented state employees will be placed at their proper wage level on July 1, 2013. The State and Union will jointly seek a supplemental appropriation from the General Assembly for the purpose of paying all back wages owed, and the State will withdraw its appeal in the AFSCME lawsuit.

I urge you to vote to ratify this agreement as your Bargaining Committee has unanimously recommended.

In solidarity,

Henry Bayer

Henry Bayer
Executive Director

Workplace Rights and Protections

ARTICLE I. Recognition
Section 3. Integrity of the Bargaining Unit
B. The Union shall be notified within 10 business days of the appointment of all emergency, temporary and provisional appointments.

ARTICLE V. Grievance Procedure
Section 2. Grievance Steps
Step 1: Immediate Supervisor. Where there is no non-bargaining unit supervisor available, prior to filing a formal grievance, the employee and the Union may discuss the problem with the bargaining unit Working Supervisor in lieu of filing a grievance.
Section 3. Time Limits
d) If the grievant has filed an appeal with the Executive Ethics Commission over an identical issue and penalty to that employee's grievance, the grievance shall be treated as withdrawn, unless the employee withdraws his/her appeal prior to the EEC hearing being held.
Section 6. Time Off, Meeting Space and Equipment Use
d) The Employer will provide qualified interpreters and interpreting equipment as necessary for a reasonable accommodation.

ARTICLE VI . Union Rights
Section 1. Union Activity During Working Hours
Where current practice exists, local union representatives shall be authorized to bring union owned electronic devices, i.e., laptop computers, etc., on state premises for the purpose of performing union business. Extensions of this practice shall be subject to agency/facility supplemental negotiations.
Section 4. Union Bulletin Boards and Section 6. Distribution of Union Literature
Clarifies the type of union literature that can be posted or distributed at the workplace.

ARTICLE IX. Discipline
Section 4. Pre-Disciplinary Meeting
An employee's Working Supervisor (bargaining unit) may be allowed to conduct pre-disciplinary meetings under the supervision of a non-bargaining unit supervisor.

ARTICLE XII. Hours of Work
Section 11. Rest Periods
If evidence demonstrates that circumstances prevented an employee from receiving a rest period or resulted in a rest period being interrupted, and the Employer does not authorize an alternative time, the employee shall be entitled to compensatory time.
Sections 6 and 15. Compensatory Time (RC-6, 9, 10, 14, 28, 42, 62, and 63)
Employees who earn compensatory time after June 1st shall be allowed to use such compensatory time through August 15th of the subsequent fiscal year.
Section 17. Overtime Scheduling (RC-6 and 9)
g) Mandatory Overtime. Incorporates language from the Mandatory Overtime Memorandum. Mandatory overtime should be the exception and not the norm of State operations. Employees shall not be disciplined for refusing a mandation unless such mandation occurs in unforeseen or unusual circumstances beyond the control of the Employer.
h) Emergencies. Employees shall not be required to work seven (7) consecutive days (excluding *RC-9* employees on rotating schedules whose regular schedule provides for working seven [7] consecutive days) except in an emergency.
Section 23. Travel for Required Training
Overtime will be paid to all employees required to travel for training, orientation, or professional development when travel is in excess of their normal commute and outside their normal work hours. Where current practice exists, employees who are paid overtime for travel during their normal commute time outside normal work time, the practice shall continue.

ARTICLE XIII. Insurance, Pension, Employee Assistance and Indemnification
Section 2. Managed Care Plans
Each year the Employer will send a notice to the mailing address of all employees informing them of the benefit choice period which shall extend for at least 30 days from the date of the notice. The letter shall inform employees of the website

(s) on which information regarding the alternative plans is available and that any individual who wants a hard copy of the information shall be provided such copy upon request.
Section 6. Indemnification
B. DCFS. An employee shall be indemnified if the case is dismissed (currently only if found not guilty).

ARTICLE XIV. Temporary Assignment
Section 1. Temporary Assignment
For Public Service Administrators temporarily assigned to non-bargaining unit positions (excluding RC-6 and RC-9) the time limits shall not apply, but in no event shall such temporary assignment exceed 9 months, unless mutually agreed otherwise.
Section 3. Time Limits
e) and f). Extension of time limits shall not be unreasonably denied when an employee is on illness, injury, union, or jury leave, or where there is a temporary change in work-related circumstances.
Section 7. Criteria for Promotion
Employees who were promoted to a position after being temporarily assigned without interruption shall be credited with that time in determining eligibility for semi-automatic promotions.

ARTICLE XV. Upward Mobility Program
Section 2. Financing
The Upward Mobility Program funding will be restored effective July 1, 2013.

ARTICLE XVIII. Seniority
Section 3. Termination
d) Recall rights are extended from 3 to 4 years from the date of layoff.

ARTICLE XIX. Filling of Vacancies
Section 2. Posting
F. Acceptance of Position. Any bidder selected for a vacancy shall be placed in the position as soon as practicable.
G. Pre-Selection Background Checks and Drug Testing. An Agency shall notify the Union prior to any changes in classifications/positions becoming subject to pre-selection background checks, pre-employment fitness and/or drug tests.
Section 3. Job Assignment
F. and G. As is currently the case for promotional and parallel pay grade bidders, a job assignment bidder can be returned to his/her former position (seniority permitting) during the first four (4) months due to inability to perform the duties of the new position. An employee may voluntarily return to his/her former position (seniority permitting) during the first four (4) months in the job assignment. The position that was vacated, if filled, shall be filled from the original bid list within ninety (90) days without further posting.
Section 4. Shift Preference C. RC-42 Shift Bumping
Section 6. Days Off B. RC-42, 28, 62, 63 and Site Technicians I and II
RC-42 and Site Technicians I and II will be allowed to bump the least senior employee on a different shift/days off schedule when permanent schedule changes are made without having to wait until the normal bumping period.
Section 7. Transfers
A. RC-6, 9, 10, 14, 28, 62 and 63
RC-6 only. The Employer's right to return the employee to the previous position due to inability to perform the work, and the employee's right to voluntarily return is removed from the contract due to complications this causes for employees under the RC-6 transfer agreement.
C. When a position is vacated by an employee choosing to voluntarily return to his/her previous position within the four-month time frame, the position that was vacated, if filled, shall be filled from the original bid list within 90 days without further posting (excludes RC-6)
Section 8. Promotion and Conversion of Intermittents
Intermittent Program Representatives and Intermittent Service Representatives shall be considered equal in status for filling vacancies for full time Program Representative and Service Representative positions. If 2 IDES Intermittent Program Representatives at the work location have been utilized for 1500 hours or more for 3 consecutive Federal fiscal years, a full time Program Representative position shall be posted and filled at that work location.
Section 9. Semi-Automatic In-Series Advancement
Failure to issue a grade within 15 days after the employee timely submits all required documenta-

tion shall not affect the effective date of the semi-automatic promotion.
Additional titles are added to the list of semi-automatic titles: Gaming Special Agent Trainee to Gaming Special Agent; Gaming Special Agent to Gaming Senior Special Agent.

ARTICLE XX. Layoff
Section 1. Application
a) Emergency shutdown. A joint union/employer committee will discuss which employees' duties are critical to the continuity of essential state services in the event of temporary shutdown of services.
Section 2. General Procedures
c) Personal Service and Vendor Contract employees who perform substantially similar duties to the position classification of the employee subject to layoff will be terminated prior to the employee being laid off.
Section 4. Recall
Effective July 1, 2013, all employees subject to layoff or on layoff may select up to 3 counties (currently 2) for recall. Such county preference must be made known to the Employer prior to the effective date of the layoff or prior to July 1, 2013, whichever comes later. If a facility or office is closed, employees will be allowed to select up to 4 counties (currently 3, although the Union has negotiated 4 in many recent layoffs).
Effective July 1, 2013, if an employee elects a lateral move, or is recalled to another county other than his/her primary county of layoff, he/she shall retain recall rights to his/her primary county of layoff. If an employee takes a reduction in lieu of layoff, he/she shall retain recall rights for his/her previous classification to his/her primary county of layoff and two additional counties.
Section 5. Non-Scheduling of Intermittents
Intermittents who are non-scheduled for long periods of time will gain certain rights normally reserved for employees who are officially laid off. Intermittents who have worked at least 1200 hours over the prior 18 months, and have been non-scheduled for more than half the normal work schedule over the most recent 180 calendar days, or intermittents who have been informed by the Department that they are unlikely to be scheduled for at least 180 days, shall upon request be designated as subject to layoff for the purpose of exercising priority rights to bid on equal or lower pay grade positions in their agency and other agencies for a period of 2 years. They will also be entitled to the enhanced insurance benefits provided to all laid off employees in Appendix A, Section 11.

ARTICLE XXIII. Leaves of Absence
Section 9. Family Responsibility Leave
c) Definition of "Family" amended in accordance with the state statute to include civil union partners.
Section 12. Attendance in Court
Employees selected to serve on a jury shall, upon request, be temporarily assigned to day shift for the duration of their jury duty period. An employee subpoenaed for non-work related personal litigation may choose authorized dock time instead of being required to use benefit time.
Section 15. Sick Leave
A. Definition for immediate family is amended to include mother-in-law, father-in-law, and civil union partner. Sister-in-law and brother-in-law are added to the list of family members for whom sick leave may be used in the event of death.
Section 19. Service-Connected Injury and Illness
An employee should provide medical documentation, but the allowance for full pay shall be made in advance of the determination as to whether the injury or illness is service connected.
Section 26. Maternity/Paternity Leave
Should both parents be employees they shall be allowed to split the 4 weeks (20 work days) of paid leave. No employee will be allowed to take less than a full work week. If there is more than one birth and/or adoption in a year, an employee shall be allowed a total of 6 weeks.
Section 27. Family Medical Leave Act
Employees who qualify for intermittent leave pursuant to the Family Medical Leave Act shall be granted such intermittent leave.

ARTICLE XXV. Working Conditions, Safety and Health
Section 1. Safety and Health
Workplace violence is added to the list of mandatory topics for discussion between the parties. A violation of an OSHA standard must now be remedied in accordance with the law without regard to

budget constraints.
Section 2. State Health and Safety Program
The Employer shall designate a Safety Officer for each agency with 500 or more employees.
Section 8. Communicable Disease
Employees of DNR and DPH are added to the list of employees who, in cases of suspected exposure to TB, MRSA or Hepatitis B, shall be offered free testing, shots and time off.

ARTICLE XXVIII. Employee Development and Training
Section 6. Grades
Promotional grades shall be valid for a period of six (6) years from the date of issuance, excluding classifications with recency (recent experience) requirements.

ARTICLE XXIX. Sub-Contracting
Section 2. Application
c) Before any service or function can be subcontracted the Employer shall provide to the Union a cost comparison between the projected expenses if the work continued to be performed by state employees and the expenses if a third party provided such services.

Article XXXIV. Authority of the Contract
Section 3. Increase or Decrease of Benefits
In the event the Employer voluntarily agrees to give any other bargaining unit under the jurisdiction of the Governor whose members are covered by the Illinois Pension Code or the State's Group Health and Life Plan a general wage increase greater than the increases provided for in this Agreement or gives more favorable treatment for insurance premiums and/or health care plan design, excluding unions opting out of the State's Group Health and Life Plan, in a contract that is negotiated after the effective date of this Agreement and expires on or before June 30, 2015, then such increases and/or favorable insurance treatment shall be afforded to the employees covered by this agreement.

MEMORANDA OF UNDERSTANDING

AFSCME Benefits Trust
The State will continue to fund the Personal Support Program, which provides proactive assistance and referrals to employees in need of counseling, drug or alcohol treatment, or other similar services.

Non-Code Employees
For layoff purposes only, a non-Code employee shall be allowed to bump into a previously certified Code position or a Code position in a lower title in a previously certified series. Non-Code employees will also have enhanced bidding rights to Code positions while laid off.

Labor Pool
The parties agree to establish a committee to discuss the feasibility of a labor pool of bargaining unit employees. The labor pool would minimize the State's need to use temporary contractual employees when there is a temporary need for more staff.

DNR Clerical Staff
All clerical staff (RC-14) employed by the Department of Natural Resources where the employees work more than 50% shall be converted to full-time positions, unless the employee chooses otherwise.

Mandatory Overtime
DOC, DJJ, DHS and DVA Facilities
Add the following: The elimination of mandatory overtime as a norm in state facility operations shall not compromise security in youth centers and prisons, or resident/veteran-to-staff ratios in DHS or DVA facilities.

Wages and Other Pay Provisions

Salary Increases
All salaries will be increased as follows:

7/1/13 2%
7/1/14 2%
Total 4%

Longevity Increases
Effective 7/1/13, longevity will increase by $25 (to $75) for employees who attain 10 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade.
Effective 7/1/13, longevity will increase by $25 (to $100) for employees who attain 15 years of continuous service and have three or more years of creditable service on Step 8 in the same or higher pay grade.

Step Increases
All step increases are fully restored. Employees who were denied step increases will receive full retroactive payment.

Sub-Steps
Steps 1a, 1b, and 1c with a 3% differential shall be implemented for all employees hired on or after the effective date of this Agreement. No employee hired before the effective date of the Agreement may be placed in a sub-step under any circumstance.

Wage Rates and Insurance
The wage provisions in the Agreement are binding on the State, as has now been confirmed by a court decision. In addition, as a further safeguard, the Union secured contractual language stating that, should the Employer fail to pay the full negotiated wage rate, the Employer is prohibited from implementing any increased costs for health insurance.

Out-of-State Revenue Auditors
The out-of-state pay differential shall be eliminated for those hired on or after the effective date of the Agreement.

Health, Dental and Vision Benefits

The battle to preserve quality affordable health care for both active and retired employees was at the core of the fight for a fair contract that AFSCME members waged over the past 15 months. Never before had Management pushed for such excessive and unaffordable increases. The Employer's proposal would have **increased** the average employee health care costs by more than **$10,000** over the three-year contract. Costs would have increased by as much as **$8,000 a year** for many retirees.
The Bargaining Committee succeeded in staving off this massive health care cost-shifting. The Tentative Agreement ensures that state employees and retirees continue to have access to quality, affordable health care.

- **NO requirement that employees and retirees pay a percentage of total costs**

Management demanded that the employee and retiree share of the health premiums be determined as a percentage of the overall cost of the health plan, automatically going up each year, rather than the cur-

rent practice where the union contract locks in the specific amount to be deducted.
The Bargaining Committee refused to agree to shifting to employee/retiree premiums based on a percentage of the overall premium cost which would have resulted in employee/retiree premiums uncontrollably going up—with much sharper increases in each succeeding year.

- **NO retroactive employee and retiree health care cost increases**

Management demanded that all increases in employee and retiree premiums, co-pays and deductibles be effective July 1, 2012—which would have meant that employees and retirees would have incurred huge retroactive health care contribution costs.
The Bargaining Committee resisted this demand and prevailed: No health care changes will go into effect until July 1, 2013.

- **NO massive increases in premiums, co-pays and deductibles**

Management demanded massive increases in employee costs for premiums, co-pays and deductibles. Under Management's proposals, premiums would have skyrocketed in the first year of the contract, as would most co-pays and deductibles.
The Bargaining Committee fought for more than a year against these excessive increases—and beat them back! Under the Tentative Agreement, the increase in premiums for active employees will be 1% of pay. That 1% of pay will be added to the actual dollar amount currently deducted, and will of course be more than offset by the general pay increase. Dependent premiums will increase but will continue to be a flat dollar amount.
The Committee also succeeded in preventing steep hikes in co-pays and deductibles that would have severely penalized employees or their family members who had the misfortune to suffer serious or chronic illness. The co-pay and deductible rates that the Union achieved take into account the rising costs of health care without placing such an excessive burden on employees or retirees.

Managed Care Health Plans (MCHP)
MCHP Medical
Effective 7-1-13, Doctor Office Visits will increase from the current $15 to $18, and effective 7-1-14, the visit will increase to $20.
Effective 7-1-13, Office Visits to specialists and Home Health Visits will increase from the current $20 to $25, and effective 7-1-14, the visit will increase to $30.
Effective 7-1-13, the Emergency Room co-pay will increase from the current $200 to $225, and effective 7-1-14, the co-pay will increase to $250.
Effective 7-1-13, the Hospital Inpatient co-pay will increase from $275 to $325, and effective 7-1-14, the co-pay will increase to $350.
Effective 7-1-13, the Hospital Outpatient co-pay will increase from the current $175 to $225, and effective 7-1-14, the co-pay will increase to $250.

MCHP Prescription Drugs
Effective 7-1-13, the prescription deductible will increase from $50 to $75, and effective 7-1-14 the deductible will increase to $100.
Effective 7/1/13:

- Generic drug co-pays will decrease from $10 to $8.
- Formulary co-pays will increase from $24 to $26.
- Non-formulary co-pays will increase from $48 to $50.

Effective 7/1/13, the Mail Multiplier for prescription drugs will increase from 2x to 2.5x, resulting in a reduction in the cost savings to employees but still costing less than a purchase at the pharmacy.

MCHP Premiums
Premiums for members will increase an average of 1% of pay above the current premium rate. The 1% increase is based on a fixed midpoint within the salary bands. Rates effective 7-1-13 are:

Salary Bands	Current Monthly Contribution	New Monthly Contribution	Monthly Increase
$30,200 & Under	$47.00	$66.00	$19.00
$30,201 - $45,600	$52.00	$83.00	$31.00
$45,601 - $60,700	$54.50	$98.00	$43.50
$60,701 - $75,900	$57.00	$113.00	$56.00
$75,901 - $100,000	$59.50	$132.00	$72.50
$100,001 & Above	$59.50	$174.00	$114.50

Effective 7-1-13, premium rates for dependents in the Member +1 Dependent plan option will increase by an average of $19 depending on choice of plan. The current average rate of $94 will increase to $113.
Effective 7-1-13, premium rates for dependents in the Member +2 or More Dependent plan option will increase by an average of $26.50 depending on choice of plan. The current average rate of $132.50 will increase to $159.

Quality Care Health Plan (QCHP)
QCHP Medical
The plan year employee deductible will increase, based on salary, to $350-$500 in FY 14 and to $375-$525 in FY 15.
Plan year retiree deductible and dependent deductible each increase from $300 to $350 in FY 14 and to $375 in FY 15.
In-network, in-patient hospitalization deductible for member and dependent will each increase from $50 to $100 effective 7/1/14
Out-of-network, in-patient hospitalization deductible for member and dependent will each increase from $300 to $500, effective 7/1/14
Emergency room deductibles increase from $400 to $425 in FY 14 and to $450 in FY 15.
Co-Insurance In-Network will decrease to 85% effective 7/1/14
Co-Insurance Out-of-Network will decrease to 60% effective 7/1/13.
Individual Out-of-Pocket Maximum (In-Network) will increase from $1,200 to $1,500 effective 7/1/13.
Family Out-of-Pocket Maximum (In-Network) remains at 2.5x the individual rate.
Individual Out-of-Pocket Maximum (Out-of-Network) will increase from $4,400 to $6,000 effective 7/1/13.
Family Out-of-Pocket Maximum (Out-of-Network) remains at 2x the individual Out-of-Network rate.
Lab/X-Ray In-Network co-insurance will decrease to 85% effective 7-1-14.
Lab/X-Ray Out-of-Network co-insurance will decrease to 60% effective 7/1/13.

QCHP Prescription Drugs
Effective 7-1-13, the prescription deductible will increase from $75 to $100, and effective 7-1-14 the deductible will increase to $125.
Effective 7/1/13 prescription co-pays will change as follows:

- Generic drugs co-pays will decrease from $11 to $10;
- Formulary co-pays will increase from $26 to $30;
- Non-formulary co-pays will increase from $52 to $60.

The Mail Multiplier for a 90-day supply of prescription drugs will increase from 2x the 30-day rate to 2.5x the 30-day rate, resulting in a reduction in the cost savings but still costing less than the pharmacy rate.

QCHP Premiums
Premiums for members will increase an average of 1% of pay above the current premium rate. The 1% increase is based on a fixed midpoint within the salary bands. Rates effective 7-1-13 are:

Salary Bands	Current Monthly Contribution	New Monthly Contribution	Monthly Increase
$30,200 & Under	$72.00	$91.00	$19.00
$30,201 - $45,600	$77.00	$108.00	$31.00
$45,601 - $60,700	$79.50	$123.00	$43.50
$60,701 - $75,900	$82.00	$138.00	$56.00
$75,901 -$100,000	$84.50	$157.00	$72.50
$100,001 & Above	$84.50	$199.00	$114.50

Effective 7-1-13, premium rates for dependents in the Member +1 Dependent plan option will increase $53, from $196 to $249.
Effective 7-1-13, premium rates for dependents in the Member +2 or More Dependent plan option will increase $61, from $226 to $287.

Vision
Effective 7/1/14, new lenses will be covered on an annual basis.
Effective 7-1-13, the co-pay for Vision Eye Exams, Vision Lenses, and Vision Standard Frames will increase from $10 to $20. Effective 7-1-14, the co-pays will increase from $20 to $25.

Dental (QCDP)
Effective 7-1-13, the QDCP Annual Deductible will increase from $125 to $150. Effective 7-1-14, the deductible will increase to $175.
Effective 7/1/13, the QDCP Annual Maximum for Out-of-Network will decrease from $2,500 to $2,000.
Effective 7/1/13, the QDCP Orthodontia Maximum for Out-of-Network will decrease from the current $2,000 to $1,500.

Life Insurance
Life Insurance coverage remains unchanged for employees and retirees.

Retiree Health
The Bargaining Committee fought to minimize the impact of the newly-enacted Public Act 97-695 (originally SB 1313) by limiting the premium costs that could be imposed on retirees. Under the CMS implementation plan, many retirees would have paid more than 20% of their pension income for health care premiums. Now retirees will pay only a fraction of that.
Plan Design
All changes to co-pays, deductibles and co-insurance made to the MCHP and QCHP plans for active employees will also apply to retirees.
Premiums--Medicare Eligible Retirees
Effective 7-1-13, Medicare Eligible retirees will have 1% of their pension annuity deducted to pay for their share of the health care premium. Effective 7-1-14, an additional 1% will be deducted.
Effective 1-1-14, all Medicare Eligible Retirees will be enrolled in a Medicare Advantage plan that provides a comparable level of services and a comparable range of providers as the current health plans. According to the U.S. Medicare website: *A Medicare Advantage Plan is a type of Medicare health plan offered by a private company that contracts with Medicare to provide you with all your Part A and Part B benefits. Medicare Advantage Plans include Health Maintenance Organizations, Preferred Provider Organizations, Private Fee-for-Service Plans, Special Needs Plans, and Medicare Medical Savings Account Plans.*
Medicare Eligible dependents enrolled in a MCHP plan will pay no more than $89.91/month and dependents in a QCHP plan will pay no more than $142/month through 6-30-15--the same rates they are currently paying.
Premiums--Pre-65 Non-Medicare Eligible Retirees
Effective 7/1/13, pre-65 Non-Medicare Eligible retirees will be offered a $500/month subsidy if they opt out of the state's group health insurance plan to be covered in another health insurance plan.
Effective 7-1-13, Pre-65 Non-Medicare Eligible retirees will have 2% of their pension annuity deducted to pay for their share of the health care premium. Effective 7-1-14, an additional 2% will be deducted.
QCHP:
Effective 7-1-13, premium monthly rates for dependents in the Retiree +1 Dependent plan option will increase $53, from $196 to $249.
Effective 7-1-13, premium monthly rates for dependents in the Retiree +2 or More Dependent plan option will increase $61, from $226 to $287.
MCHP:
Effective 7-1-13, premium monthly rates for dependents in the Retiree +1 Dependent plan option will increase $19. The current monthly rate of $94 will increase to $113.
Effective 7-1-13, premium monthly rates for dependents in the Retiree +2 or More Dependent plan option will increase $26.50. The current monthly rate of $132.50 will increase to $159.

Labor-Management Health Care Committee
The tentative agreement includes a provision for the Union and Management to work together to implement a Wellness Program by 1-1-14. The goal of the Wellness Program is to control health costs and improve the health and wellness of employees. The Wellness Program will be guided by a Joint Labor/Management Advisory Committee on Health. The Committee will also explore other innovations in health care coverage that can contain costs for employees, retirees and the employer, while maintaining or improving the quality of services provided.

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