

AFSCME

**STATE-BY-STATE
CONTRACT
SUMMARIES**

June 23, 2011

We Make Pennsylvania Happen

Civil Service Employees Association Local 1000 New York

- 5 year contract; 2011-2016
- No wage increases for FY 2011-12
- No wage increases for FY 2012-13
- No wage increases for FY 2013-14
- 5 furlough days during FY 2011-12
- 4 furlough days during FY 2012-13

Civil Service Employees Association Local 1000 New York (cont.)

- Restructuring of Health Care contributions and benefits:
 - Employees will now contribute from 27% to 31% of health care premium cost
 - Providers are encouraging use of nurse practitioners and “minute clinics” in lieu of medical doctors and hospital emergency rooms

California Council 57 Locals 2620 and 206

- 2 year contract; 2010-2012
- Increased retirement age for new hires
- Current employees must contribute at least 10% to retirement
- Pension will be determined by the last 3 years salaries instead of only the last year
- 12 unpaid personal days during FY 2010-11

Connecticut Council 4

- Extended existing 2006-2009 contract until 2012 with revisions
- 7 furlough days between 2009 and 2011
- No wage increase in FY 2009-10
- No wage increase in FY 2010-11
- No wage increase in FY 2011-12
- Increase in health care premium shares and deductible

Delaware Council 81

- Without contract since 2007; Currently in negotiations
- No wage increase for FY 2008-09
- 2.5% wage REDUCTION implemented by rolling furloughs for FY 2009-10
- No wage increase for FY 2010-11
- 2% proposed wage increase on January 1, 2012
- 50% increase in employee health care contribution
 - An average employee with family coverage will pay \$2,317.44 after the 50% increase

Hawaii Government Employees Association Local 152

- 2 year contract; 2009-2011
- 18 furlough days for FY 2009-10
- 24 furlough days for FY 2010-11
- No step increases
- No wage increase for FY 2010-11
- No wage increase for FY 2011-12
- HI Health Systems Corp. employees to take 5% REDUCTION in pay from 2009-11 in lieu of furlough days

Hawaii UPW Local 646

Unit 1 (Blue Collar)

- 2 year contract; 2009-2011
- Up to 13 furlough days for FY 2009-10
- Up to 24 furlough days for FY 2010-11

Hawaii UPW Local 646

Unit 10

- 2 year contract; 2009-2011
- HI Health Systems Corp. employees:
 - 14 furlough days for FY 2009-10
 - 24 furlough days for FY 2010-11
- Emergency Medical Service employees:
 - 21 furlough days for FY 2010-11
- State prison guards take 5.45 % PAY CUT for 6 months

Illinois Council 31

- 4 year contract; 2008-2012
- Defer $\frac{1}{2}$ of scheduled wage increases for July 1, 2010 and January 1, 2011
- Voluntary furloughs
 - Employees who take voluntary furlough days will be granted paid incentive days at the rate of 1 incentive day for every 2 furlough days taken
- Reduction in pension benefits, increase in retirement age, and raise vesting period to 10 years for all future employees

Iowa Council 61

- 2 year contract; 2011-2013
- 5 furlough days for FY 2009-10
 - 10 furlough days for the Judicial Branch
- Reduced wage increases
- Vesting period increased to 7 years
- Reduced % of service earned for retirees under the normal retirement age

Kansas Organization of State Employees AFSCME Local 300

- 3 year contract; 2010-2013
- Current Anti-worker legislative proposals
 - Cut budget, cut retirement
 - Potentially cause furloughs
 - Privatize services

Kentucky Council 62

- 3 year contract; 2008-2011
- 6 mandatory furlough days for FY 2010-11
 - Essential public safety employees are exempt from furloughs
- As of Aug. 30, 2010 the KY employees Retirement System was only 40% funded

Maine Council 93

- 2 year contract; 2009-2011
- No wage increase in FY 2009-10
- No wage increase in FY 2010-11
- 10 furlough days during FY 2009-10
- 10 furlough days during FY 2010-11
- Several anti-collective bargaining bills are before the legislature

Massachusetts Council 93

- 3 year contract; 2009-2012
- 5,000 workers were furloughed for 5 days in 2009
- 2010 wage increase delayed to July 2011
- 2011 wage increase delayed to July 2012
- Tiered furlough system based on income level
- Increased health care co-pays

Michigan Council 25 & Local 5

- 4 year contract; 2008-2012
- Increased health care premiums, deductibles, and co-pays
- 6 furlough days in 2009
- New health plan with higher premiums for employees hired after April 1, 2010
- Regular pay reduced 3 hours per pay period
- 12 “temporary layoff days” allowed each fiscal year

Minnesota Council 5

- 3 year contract; 2009-2012
- No wage increase in FY 2009-10
- No wage increase in FY 2010-11
- Increased vesting period to 5 years for those hired after June 30, 2010
- Decreased annual increases for current retirees

Nebraska Local 61

- 2 year contract; 2011-2013
- No wage increase in FY 2011-12
- 2 furlough days in 2010
- FY 2012-13 – health care deductible and out-of-pocket expenses increase for PPO
- Several anti-collective bargaining bills are pending

New Jersey Council 1

- 4 year contract; 2007-2011
- Deferred scheduled 2009 wage increase until 2011
- The current governor is supporting legislation to prohibit bargaining over health care
- Additional anti-collective bargaining legislation is pending

New Mexico Council 18

- 2 year contract; 2009-2011
- 5 furlough days during FY 2009-10
- No wage increases for FY 2009-10
- No wage increases for FY 2010-11
- New retirement plan with higher age and service requirements

Ohio Local 11

- 3 year contract; 2009-2012
- 10 furlough days during FY 2009-10
- 10 furlough days during FY 2010-11
- No wage increase for FY 2009-10
- Step increases frozen for FY 2009-10 and FY 2010-11

Oregon Council 75

- 2 year contract; 2009-2011
- 5-7 furlough days during FY 2009-10
- 5-7 furlough days during FY 2010-11
- No wage increase for FY 2009-10
- No wage increase for FY 2010-11

Rhode Island Council 94

- 4 year contract; 2008-2012
- 8 pay reduction days for FY 2009-10
- 4 pay reduction days for FY 2010-11
- Deferred wage increase for FY 2010-11

Washington Council 28

- 2 year contract; 2009-2011 (renegotiated)
- No wage increase for FY 2009-10
- No wage increase for FY 2010-11
- Salaries reduced 3% for 2011-13
- 10 furlough days during FY 2010-11
- 8 furlough days during FY 2011-12
- 8 furlough days during FY 2012-13

Wisconsin Council 24

- 2 year contract; 2009-2011 (renegotiated)
- No wage increase for FY 2010-11
- 8 furlough days during FY 2009-10
- 8 furlough days during FY 2010-11
- Governor signed bill removing collective bargaining rights for non-uniformed public workers
- Wisconsin Supreme Court upheld the legislation