

RAUNER'S 'LAST, BEST AND FINAL OFFER' WHICH HE IS SEEKING TO IMPOSE ON EMPLOYEES (except security employees in RC-6 and CU-500)

Part 1—Wages/Steps/Bonus

- Four-year wage freeze
- Four -year step freeze
- Bonus pay plan (one-time payment, not built into base pay and not pensionable):
 - \$1000 bonus upon signing only for those employees who do not miss more than 5% of their assigned work days.
 - In years 2, 3 and 4 of the contract, a bonus pool of 2% of payroll to be divided as follows:
 - .5% (1/2 of 1%) bonus in each year only for employees who do not miss more than seven of their assigned work days and do not violate any work rules.
 - The other 1.5% of the bonus pool would only be available to at least 25% of employees who meet certain exceptional performance standards to be established by the Rauner Administration for each title in state government. Despite repeated questions across the bargaining table, the Administration could not provide even a single example of what such exceptional performance might be for positions such as Correctional Officer and Child Protective Investigator --or for any other.

CURRENT AFSCME FRAMEWORK (All Non-Security Employees)

Since the Rauner Administration walked out on negotiations on January 8, 2016 and has refused to return to the bargaining table, AFSCME has not been able to modify the proposals that were on the table at that time for nearly a year. Calling on the governor to return to the bargaining table, on January 10, 2017 the union took the unprecedented step of publicly modifying its positions on core economic issues in the form of a settlement framework, including:

Part 1—Wages/Steps/Bonus

- Four-year wage freeze
- Step increases in FY 18 and FY 19 (the union will continue to pursue litigation seeking to secure steps in FY 16 and FY 17)
- Lump Sum Payment (not built into base) for all employees:
 - At contract signing: \$1,000
 - FY 17 — 2% of salary
 - FY 18—2% of salary
 - FY 19— 2% of salary

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Part 2—Health Insurance

- Require employees to assume 67% more of the aggregate cost of the state's health plan.
- Employees could keep their current health care plan, but the premiums would increase by 100%.
 - Even higher increases for employees making over \$100,000 annually.
 - Employees could keep premiums at their current levels, but co-pays, deductibles and other out-of-pocket costs would be set at levels to shift the same portion of costs onto employees. These high-deductible plans could be money-saving for some employees who do not have dependents and never get sick, but could prove financially devastating for those who have even a limited number of illnesses in their families.
 - Dental premiums would increase to \$20/month for employee; +\$15/month for one dependent; +\$30/month for two or more dependents.

CURRENT AFSCME FRAMEWORK

New Settlement Framework:

Part 2—Health Insurance

Premiums

- Premiums increase by 2.5% upon contract signing
- FY 17 — Premiums increase by 3%
- FY 18 — Premiums increase by 3%

Out-of-Pocket Costs (e.g. copays and deductibles)

The new framework includes changes to these costs based on the recent arbitrator's ruling in the State Troopers Lodge interest arbitration. Costs would increase as follows:

- Member plan year deductible — \$25
- Dependent plan year deductible—\$25
- Non-QCHP inpatient hospital admission deductible—\$100
- Individual in-network QCHP out-of-pocket max—\$75
- Non-QCHP network out-of-pocket max—\$300
- QCHP prescription drug deductible—\$25
- MCHP Special office visit co-pay—\$5
- MCHP prescription drug deductible—\$50

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Part 3—Workplace Issues

- Subcontracting—The provision in the union contract that requires that any subcontracting meet standards for ‘economy, efficiency or related factors’ would be deleted, giving the Rauner Administration the ability to subcontract without any form of oversight or accountability. The Administration’s proposal would establish a process whereby employees could “bid” to be able to continue to do their work as part of the subcontracting process, but the Employer could reject their bid without any justification or any appeal process.
- Layoff Rights
 - Temporary layoffs could be implemented without regard for seniority
 - Bargaining unit employees could be laid off while personal service and vendor contract employees remain working
 - Employees subject to layoff could only bump within their current classification, not into lower positions that they previously held.
 - Employees of DOC and DJJ would not have any layoff rights between agencies
- Overtime Pay
 - No overtime pay for any hours less than 40 in the course of a week
 - No benefit time counted as time worked for purposes of calculating overtime (e.g. an employee out sick one day would not get any overtime pay if he/she worked 8 additional hours that week.)
 - No double time for holidays or 2.5 X for super holidays.
- Forced Overtime – The employer would not be held accountable for seeking to assure necessary staffing within 16 hours of commencement of a shift and could force employees to work the overtime.
- Reasonable Suspicion Drug/Alcohol Testing—All employees could be tested for drugs or alcohol whenever supervisors found their behavior suspicious. An employee who tested positive for alcohol would be discharged for a second offense. An employee who tested positive for drugs would be immediately fired.

CURRENT AFSCME PROPOSALS

Non-economic issues were not included in the new settlement framework put forth by the union. But AFSCME made clear that it is prepared to continue to negotiate on all of these issues. The proposals that the Union has on the table for all employees except RC-6 and CU 500 (who are now in interest arbitration) include:

Part 3—Workplace Issues

- Subcontracting – The Union agreed to a ‘managed competition’ framework proposed by Management, but refused to delete the standard for ‘economy and efficiency’ that must be met so that any subcontracting proposal must demonstrably serve the public good, not just foster cronyism or wanton privatization.
- Layoffs—There would be no changes to current layoff rights except for modifications to speed up the process during the last bumping step.
- Overtime Pay –No change to current procedures
- Forced Overtime—The Union proposed limiting the timeframe during which Management could force employees to work overtime at 24/7 facilities to within three hours of the commencement of a shift.
- FMLA—Employees shall not be required to use up all benefit time while on FMLA leave.
- Personal Info—The Employer shall not provide employees’ personal data to any third party.
- Reasonable Suspicion Drug/Alcohol Testing—The Union proposed establishing a procedure for mandatory counseling/treatment and following normal procedures for imposing discipline.

NOTE: Both parties have some additional proposals outstanding that are not listed here, but have not been major points of contention and/or had already been agreed to.