## **KEY RAUNER ADMINISTRATION CONTRACT DEMANDS**

- No wage increases.
- Freeze all step increases.
- Eliminate longevity pay (including for all those currently receiving it).
- Eliminate almost all semi-automatic promotions.
- Eliminate maximum security pay.
- Reduce call-back pay and stand-by pay.
- Restructure the group health plan to drastically shift costs to employees—with employees
  paying 40% of the premium cost PLUS 40% of the cost of medical care, paid through much
  higher co-pays, deductibles, and co-insurance. Employees' costs would increase by thousands
  of dollars.
- Increase dental premiums by more than 100%.
- Increase retiree health insurance costs.
- Increase "out-of-pocket" maximums, likely to the highest allowable under federal law.
- Require all employees hired before July 1, 2011 to "voluntarily" agree to reduce their pension benefits to the Tier 2 level.
- Eliminate the Upward Mobility Program in its entirety, as well as all other forms of tuition reimbursement, continuing education, and licensure reimbursement.
- Calculate overtime pay based on over 40 hours worked in a full week (and excludes benefit time).
- Reduce amount of holidays and vacation time.
- "Management Rights" clause would not be limited by the terms of the Union contract.
- Allow Management to suspend the contract if it determines an "emergency" exists.
- Redefine grievances to refer only to violations of the "express provisions" of the contract.
- Refuse to allow union dues, PEOPLE contributions, or Fair Share fees to be deducted from employees' paychecks.
- Delete all language that restricts subcontracting or personal service contracts—allowing
   Management to privatize any state services--replacing bargaining unit employees with vendor employees--at any time without any notice, justification or review.
- Void the Memorandum of Understanding that places limits on mandatory overtime, allowing Management to mandate overtime without any restrictions.
- Eliminate most seniority rights during the layoff process including eliminating all bumping rights.
- Require employees to use their own time for grievance meetings.
- Require Union stewards to use their own time to represent employees.
- Completely eliminate requirement to bargain about changes in working conditions.