AFSCME Local 999 Contract Changes Highlights

(Contract for July 1, 2014 – June 30, 2018)

1. Coalition of Labor Organizations and MSU agreement continues to determine wage increases
2. Changed AETNA dental plan premiums
3. Language about membership (which is a result of Freedom to Work legislation) added – we continue to refer individuals to their union or the Office of Employee Relations on these questions
4. Medical Dispute language updated and is no longer limited to physical ability.
5. Vacation: We no longer have the responsibility of notifying an employee that they may be at the maximum of their vacation credits (quotas).

-removed language that if someone cannot take their vacation and hit the maximum they can make arrangements to accrue beyond maximum

-may use vacation in ½ hour increments

1. Sick Leave:

-Individuals may now accrue and use up to 1400 hours maximum – retirement payout is still calculated at 1200 maximum

7. Language added that if someone is pre-approved for Extended Disability and they ultimately are not approved for long term disability, they must pay back the EDL the department.

8. Orientation release time to meet with union for new hires: the employee is allowed to meet with the union for a 15 minute period of orientation with the union within the first month of employment in the bargaining group. The employee must provide 48 hours notification to their supervisor about this meeting.

9. Overtime:

- holiday pay is counted as time worked for the calculation and the individual does not need to work the regularly scheduled day preceding the holiday to receive holiday pay

-Scheduled work on Sunday (excluding trouble truck) which falls outside of the normal work schedule, shall be paid at time and one half of the regular rate of pay

10. Educational Assistance – increased reimbursement for MSU credit courses to 100% (up to 14 credits) of the upper division undergraduate tuition rate; graduate courses will be paid at 50%; non MSU credit courses will be paid at 50%; on line for non- Michigan schools will not be covered.