AFSCME Local 1585 Contract Changes Highlights

(Contract for August 1, 2014 – July 31, 2018)

1. Coalition of Labor Organizations and MSU agreement continues to determine wage increases
2. Changed AETNA dental plan premiums and added the new high deductible health plan (nothing you need to do)
3. Increased shoe allowance to from $100 to $150
4. 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
5. Probationary Employees: Language was added to indicate new full time employees (not currently employed at MSU) shall be considered as probationary for their first 1040 hours AND six months of employment . Part time employees will be considered probationary for their first 520 hours AND six months of employment.
6. Temporary employees may bid on positions if they have met their six month probationary period and have not had a break of service of more than 14 days.
7. Effective January 1, 2015 – the employer will offer temporary employees the CDHP (Consumer Driven Health Plan) for individuals that meet the hourly requirements under the Affordable Care ACT and the employee will pay 7% of the premium and the employer pays 93% of the premium. We will be charged the $417.00 per month as is with all newly eligible individuals per the Affordable Care Act.
8. Employees returning to the Union within 12 months of their termination from MSU shall receive credit for university seniority earned prior to the date of termination after successful completion of a trial period of 520 hours of work for the calculation of vacation, longevity and retirement eligibility.
9. Medical Dispute language updated and is no longer limited to physical ability.
10. Method of scheduling Vacation days: We no longer have the responsibility of notifying an employee that they may be at the maximum of their vacation credits (quotas).

-Vacation use: employees may use their vacation quotas in half hour increments as long as it conforms with the requirements of the department, however, no department shall have a blanket policy which denies vacation in one hour increments.

1. Personal Leave: An Employee terminating prior to January 1 shall only be eligible for one half of their annual personal leave accrual less personal time already used.
2. Sick Leave:

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

-64 hours of sick leave per year may be used for illness of an immediate family member (spouse, parents and anyone living within the household of the employee)

14. Funeral Leave: Immediate family now includes step brother and step sister for the 3 day bereavement

15. Filling of Vacancies

-For a grade levels 11 and below: the interview list will include the two most senior qualified applicants from the seniority unit that meet the minimum requirements

-For grade levels 12 and above: the interview list will consist of the two most senior employees from the seniority unit and the two most senior employees from the bargaining unit that meet the minimum qualification

-During the first 15 working days (not 3 weeks) of the trial period the employee shall have the opportunity to revert to his/her former position.

16. If an employee is temporarily assigned to a job with a higher maximum rate, they will receive the maximum rates of the job to which she/is temporarily assigned (previously was 15 cents per hour)

17. 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.

18. Orientation release time to meet with union for new hires: the employee is allowed to meet with the union for orientation with the union within the first 30 days of employment in the bargaining group. The employee must provide 48 hours notification to their supervisor about this meeting.

19. 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

20. The six month wage rate step is being eliminated for “special titles” and individuals will go from probationary to wage rate at the end of probation.