

**AFSCME Locals 34,552,1719,2822,2864, and 2938 Legal Unit Tentative Agreement Summary**

1. **Duration:** 3 years, 1/1/19 – 12/31/21
2. **Wages:**

	<u>1/6/2019</u>	<u>1/5/2020</u>	<u>1/3/2021</u>
▪ <b>General Salary Adjustments (GSA)</b>	2.5%	2.5%	2.0%
▪ <b>Progression through the range</b>	3.0%	3.0%	3.0%

3. **The County will subsidize county dental at 40%** for everyone in county dental who is not receiving the subsidy for union dental, effective the pay period including 12/23/18. Article 22. Insurance will include “me too” language that any subsidy increase by the county granted to any other group will be granted to AFSCME.
4. **Allow movement to PTO at any time** (for those employees currently prohibited)
5. **Short Term Disability and Long Term Disability will no longer be paid for through the use of accruals;** effective the pay period including 12/23/18. 30+ hour employees will now be able to utilize 2-3 more days of their existing accruals (sick leave or PTO, depending on current plan).
  - Employees will pay for their Short Term Disability election via a paycheck deduction.
  - **The County will pay for all employees to have Long Term Disability insurance.**
6. **Transit subsidy will increase from 40% to 50% for both Metro Pass and Go To Card**
7. **The County will increase Basic Life Insurance from \$30K to \$50K**
8. **Medical contribution rates for singles to be expressed in the contract as a percentage,** with indexed 0.93% premium increase across all plans. **No plan design changes.** Continuation of consensus bargaining process through 2021.
9. **Letter in the back of contracts regarding traumatic incidents,** making it clear that employees may utilize their accruals and/or Special Leave Without Pay after experiencing a traumatic incident at work outside of normal job duties
10. **Expansion of bereavement leave** to be used in hourly increments, and of time for bereavement of any person employees may grieve for, regardless of familial relation
11. Link in the back of the contracts to make information around **NDRW (Non-Discrimination Respectful Workplace) complaints more accessible**
12. Add eligibility of **religious holidays outside of Employer designated holidays** which fall on a Sunday for approved time off

*Tentative agreements specific to respective locals have been included separately. Informational meetings and a contract ratification schedule will be communicated in the near future.*