

Union and State Exchange First Contract Proposals

- Union proposes raises
- State proposes take backs



Union bargaining committee members meet to develop union proposals.

Highlights from the Union and State Proposals for 2009-2011 State Employee Master Contract

SUBJECT	UNION PROPOSAL	STATE PROPOSAL
Article IV Discipline and Discharge	Current contract language	Written reprimands stay in your file
Article V Seniority	Current contract language	Wants to give management back bargaining unit seniority from date of hire
Article VI Layoff Procedures	Current contract language Temporary layoffs - current language	Remove bumping to equal or lesser qualification Allow furloughs
Article VII Transfers	Current contract language	Can only transfer once every 12 months with an evaluation of "meets expectations" or better and no disciplinary action within the past year.
Article IX Wages and Fringe Benefits	5% increase July 1, 2009 - plus steps 5% increase July 1, 2010 - plus steps	0% July 1, 2009 - plus steps 0% July 1, 2010 - plus steps
HEALTH INSURANCE	Current contract language	Eliminate Program III Plus and Iowa Select; Redesign PPO, make changes to MCO resulting in only 2 programs; <u>Discontinue double spouse coverage</u>
LIFE INSURANCE	Increase benefits	Eliminate life insurance for part-time employees
SICK LEAVE	Increase accruals - For General Government employees only	Current contract language
FUNERAL LEAVE	Current contract language	Not to exceed 24 hours for each occurrence.
HOLIDAYS	Add Christmas Eve	Current contract language
VACATIONS	Additional days	Current contract language
Article X Leave of Absence	Current contract language	Remove Medical Leave of Absence