

# AFSCME Local 88 Bargaining Update

August 2017

## Union Bargaining Team Fights for Wage Increases while Management Team Proposes Takeaways on Insurance

At our bargaining session on July 26, our union bargaining team made proposals for across the board wage increases geared to support our members who are experiencing stiff increases in housing costs in the Portland area, specifically a wage increase retroactive to July 1, 2017 of 2.2% or \$0.60/hour, whichever is greater (\$27.34/hour is the break point). Additionally we made proposals that would improve the retirement benefits of OPSRP members (employees beginning PERS service after August 29, 2003).

At the same meeting the management team responded to some of our initial proposals including sick leave and immigration leave and also proposed significant changes to our insurance benefits. These changes included increasing employees monthly premium cost share, as well as office copays and deductibles on medical and dental benefits beginning in 2019. The management team has claimed that they are off-setting these takeaways with improvements in other portions of the benefit package including a County paid short-term disability policy, improvements to long-term disability and life insurance as well as a wellness benefits for individual members that participate in a health risk assessment and screening through their medical care provider. We don't believe that their "gives" add up to their "takes" and their proposed changes will negatively impact lower paid members without the same level of off-setting positive impacts. On the back page is a brief breakdown of the wage, insurance, and pension issues.

**We will continue the struggle to defend & improve the livelihood of working families but we need your support by participating in the contract campaign support activities below!**

## What you can do to support contract negotiations!

### **Bargaining Day of Action Wednesdays — August 9 and 23**

- Post a union placard in your cubicle or desk
- Wear a Union Sticker "Respect Starts with our Contract"
- Wear a green shirt to work

### **General Membership Meeting — Wednesday, August 16**

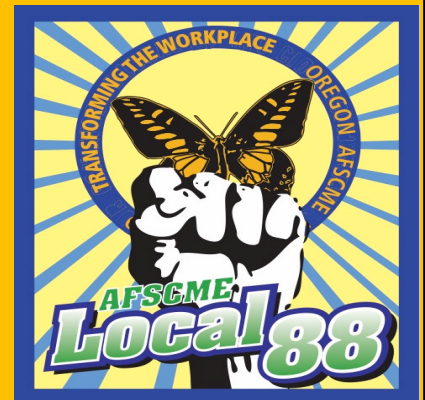
Attend the membership meeting and learn more about our proposals and managements takeaways.

### **Labor Day Picnic — Monday, September 4**

Oaks Amusement Park Labor Day celebration—more information to come.

### **Commissioners Meeting — September 14**

Join Local 88 members from the Employees of Color ERG and community allies and seek support from the Commissioners to pass a work force equity resolution—more information to come.



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Issue	Union Position	Management Position
<b>Wages</b>	<b>Wage increases</b> — Each year on July 1 a raise equal to the CPI-W with a minimum of 2%, maximum of 4% and with a floor of \$0.60/hour	No response yet
<b>Insurance</b>	Status Quo on benefit levels  Will be proposing improvements to methodology for applying reduction in premium cost shares for part-timers who work additional hours.	<b>2019:</b> Increase full-time employee portion of the premium share for Kaiser from 5% to 7% and Moda Platinum from 6.75% to 7%. Similar premium share increases for dental plans. Increase Moda Platinum deductible to \$500. Increase Kaiser office visit co-pays to \$15, create deductible for some services & increase out of pocket maximums. Similar co-pay increases for dental plans.  <b>2018:</b> Wellness incentive of \$240/yr toward insurance premiums and \$240/yr subsidy for wellness activities if you participate.  Life insurance, now \$30,000. Change to 1x your annual salary. Short Term Disability 60% of salary to max of \$1,500/week. LTD 60% of salary, increase max monthly benefit to \$10,000.
<b>Differentials &amp; Premiums</b>	<ul style="list-style-type: none"> <li>• Increase shift differentials by \$0.50/hour. Increase relief shift by \$1.00</li> <li>• Essential employee differential of 2.5% for all hours worked throughout the year.</li> <li>• Cultural KSA differential of 4%</li> <li>• Bilingual differential: improve contract language</li> <li>• Double time for mandatory overtime</li> <li>• Corrections pay differential of 5%</li> <li>• Improved contract language for Work Out of Class</li> </ul>	No response yet
<b>Pension</b>	Improve pension benefit for OPSRP members (employees beginning PERS service after 8/29/2003) by increasing all employees' salaries by 6.95% (accounts for increase FICA contributions) in exchange for employees picking up the income tax exempt 6% employee contribution to the IAP. This change does not have negative impact on Tier 1 and 2 pension benefits and would bring OPSRP members closer to parity with Tier 1 and 2 benefits.	No response yet

## Ex. of the Impact of the Pension Proposal on OPSRP Members Monthly Pension Benefit

Current Arrangement	Arrangement proposed by Local 88
County picks up 6%	Employee picks up 6% with 6.95% higher final average salary
Final average salary (annual): \$45,000 Retirement credit: 30 years as an OPSRP member 30 (years) x 1.5 percent = 45 percent 45 percent x \$3,750 (final average monthly salary) = \$1,687.50 in monthly benefits	Final average salary (annual) : \$48,127 Retirement credit: 30 years as an OPSRP member 30 (years) x 1.5 percent = 45 percent 45 percent x \$4,010 (final average monthly salary) = \$1,804.50 in monthly benefits

*Don't forget to check the AFSCME Local 88 website for regular updates and more details on the bargaining priorities.*

*[www.afscmelocal88.org](http://www.afscmelocal88.org)*