

MOU HIGHLIGHTS AND CHANGES



Bargaining Units A, B, C, D, F, and H

- **Cost of Living Raise of 2% effective January 1, 2019** - A general cost of living adjustment wage increase (COLA) will be added to each bargaining unit member's pay plan.
- **Potential for an additional .5% and \$500 bonus on April 1, 2019 if revenues exceed the December 2017 estimates by \$75 million.**
- **Two additional health insurance benefits holidays in March, 2018 (for a total of four)** - All bargaining unit members who are enrolled in the State Employee and Retiree Health and Welfare Benefits Program and actively employed shall not have healthcare premiums taken from their paychecks.
- **Health Insurance Benefits:** The employee and State ratios are **locked in for calendar year '18 and '19.**
- **Adverse personnel action based on military service or status are prohibited.**
- **Unused leave donated by one employee to another shall be returned to the employee.**
- **Work schedules shall be posted as soon as possible but at least 14 days in advance.**
- **Labor Management Committees to address additional health and safety concerns such as improvements to the Wellness policy** - Facility level LMCs should review concerns regarding water and restroom facilities where there is an allegation that these facilities may not be in accordance with OSHA regulations.
- **Improvements to the State's Bullying policy** - Management and the Union recognize the need to educate all employees about bullying in the workplace and have worked collaboratively to enhance the State's Bullying in the Workplace Policy.

Contact info@afscmemd.org with questions regarding the MOU highlights and changes

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