

Discussion Points

Meeting by and between the Board of Higher Education and
Local 1067 of Council 93 of AFSCME

Discussion Points
February 8, 2010

The parties agree that the effective date of each of the across-the-board salary increases provided for in the Agreement shall be moved from the first pay period of the calendar year to December 31 of the calendar year (or from the first pay period of the fiscal year to the last day of the fiscal year), such that by way of example a 1.5% increase otherwise effective on July 1 will be effective the following June 30.

To generate savings in Fiscal Year 2010, the parties agree to a mandatory furlough structure, tiered upon base salary on the date of execution of this agreement, as set forth below:

- Employees who earn at least \$50,000 but less than \$69,999, shall be required to contribute 3 furlough days;
- Employees who earn at least \$70,000 but less than \$89,999, shall be required to contribute 6 furlough days;
- Employees who earn \$90,000 or more shall be required to contribute 9 furlough days.

The furlough days may be no work- no pay, or, for those employees eligible for personal leave, work in exchange for personal furlough leave. Personal furlough leave time must be used by December 31, 2010.

The Commonwealth agrees that any costs incurred by employees covered by this MOA as a result of co-pay and deductible increases approved by the GIC on November 20, 2009, or any subsequent such increases approved by the GIC in Fiscal years 2010 and 2011, shall be reimbursed by the Commonwealth. The Commonwealth further agrees that it will neither seek nor support an increase in the group insurance premium percentage contribution rate for employees covered by this MOA. This commitment shall endure for Fiscal Years 2010 and Fiscal Year 2011.

The dates contained in the second paragraph of this agreement may be advanced by six months in each of the three years, or by three months in each of the three years, if the following tax revenue targets are met:

FY10 - 6 months=\$19.45 billion; 3 months=\$19 billion
FY11 - 6 months=\$20.42 billion; 3 months=\$19.95 billion
FY12 - 6 months=\$21.44 billion; 3 months=\$20.94 billion

In addition, if tax revenues for Fiscal Year 2010, 2011 or 2012 achieve one of the aforementioned indices, the Commonwealth agrees to accelerate the wage rate increase for that fiscal year and for every subsequent fiscal year by 6 or 3 months, as applicable.

The provisions of this agreement regarding the delay of the effective date of salary increases and furloughs shall not become effective unless and until the salary provisions of the agreement are approved by the legislature and signed into law by the Governor.

COH 12/11/10
508-454-7379