

**Subcommittee on Employee Relations
Legislative Coordinating Commission
Wednesday, September 14, 2005
10:00 a.m.
Room 500 South, State Office Building**

Present:

Rep. Chris DeLaForest
Rep. Debra Hilstrom
Rep. Karen Klinzing
Rep. Tom Rukavina
Sen. Linda Scheid
Sen. Betsy Wergin

Excused:

Rep. Bruce Anderson
Sen. Steve Kelley
Sen. David Gaither
Sen. Sandra Pappas

Rep. DeLaForest started an informal meeting at 10:10 a.m. A quorum was not present. Rep. DeLaForest recognized Senator Brian LeClaire in attendance.

Review proposed changes to the State Employee Group Insurance Program (SEGIP)

Commissioner Cal Ludeman and Deputy Commissioner Paul Larson from the Department of Employee Relations (DOER) reviewed the proposed changes to the SEGIP. Commissioner Ludeman highlighted the proposed changes to the State Employee Group Insurance Program. There will be no increase in monthly health insurance premiums for calendar year 2006. Monthly premiums paid by employees for family coverage will remain at \$107.32 in 2006. Office visit copays increase by \$5 for Tiers 1, 2, and 3 (\$20 for Tier 1 and \$25 for Tiers 2 and 3). Tier 4 will have a fixed copay of \$35. Commissioner Ludeman explained that employees who complete an automated health assessment will receive a \$5 reduction in their office copays, which applies to the employee and family members. There will be an incentive for employees to utilize Minute Clinics, which will be available at a \$10 copay for each Tier, with no deductible. There will be medical trend premium changes for 2007.

Rep. DeLaForest officially called the meeting to order at 10:26 a.m. A quorum was present.

Commissioner Ludeman further explained for dental insurance, the employee-only monthly premium will go from \$2.12 to \$5. The employer will continue to pay 50% of the premium for dependent coverage. He stated that the plan was also strengthened by increasing coverage for many dental procedures from 50% to 60%. Discussion ensued.

Commissioner Ludeman and Mr. Larson stood for questions regarding the health assessment, open enrollment, and health savings accounts.

Approval of the Minutes

Rep. Klinzing moved approval of the minutes from the June 27, 2005, meeting. **MOTION APPROVED.**

Review/Approve Collective Bargaining Agreements

Mr. Larson was the representative from DOER for the AFSCME negotiations and Carolyn Trevis, Assistant State Negotiator at DOER, was the lead representative for the MAPE negotiations. Mr. Larson stated that there were not major substantive language changes to the contracts. The 2005 bargaining process was stalled due to the legislature's inability to finalize a budget on time. During special session, there were no bargaining sessions. Upon the budget resolution, bargaining commenced and the last week of July, Monday – Friday morning, a tentative agreement was reached. Agenda items they agreed to continue to work on will be a RFP on a single pharmacy benefit purchaser and possibly developing Centers for Excellence.

Mr. Larson stated that the AFSCME agreement provides for a 2% across-the-board increase for all salary ranges on July 1 in 2005 and in 2006. All eligible employees continue to receive step increases on anniversary dates.

DOER continues to deal with grievances as a result of the partial government shutdown. They have developed a facilitated dispute resolution process, which is being lead by Ms. Trevis.

Mr. Larson stood for questions.

Ms. Trevis briefly summarized the MAPE agreement. She stated that the MAPE terms of the settlement were very similar to the AFSCME contract. The agreement includes step increases both years and a 2% across-the-board increase July 1 of 2005 and in 2006. The biennial base is \$1.4 billion and \$54,330,000 biennial new money. Ms. Trevis stood for questions.

Sen. Wergin moved the SER-1, Approval Resolution for the AFSCME and MAPE Collective Bargaining Agreements. **MOTION APPROVED.**

Rep. DeLaForest congratulated representatives of MAPE, AFSCME and DOER on a fair agreement that was negotiated in a difficult atmosphere.

Other items

Mr. Larson provided an update on negotiations with other bargaining units and stood for questions.

There being no further business, Rep. DeLaForest adjourned the meeting at 11:40 a.m.

Representative Chris DeLaForest, Chair