

# Two tiered contract examples

Two-tiered provisions are not new to St. Louis County, nor to AFSCME. As the list below shows, there are two-tiered provisions in AFSCME contracts all over the state, including in the Civil Service Basic and Merit System Basic contracts right now. It's also worth noting that the union's own proposal creates many tiers by grandfathering any employees who've already accumulated 1,500 to 1,900 hours.

<u>CONTRACT</u>	<u>LANGUAGE</u>
<b>Civil Service Basic (AFSCME Local 66)</b>	Part-time employees hired after January 1, 1993 are subject to proration of holidays and personal leave. Employees continuously employed since on or before January 1, 1993, continue to receive their present holiday and personal leave benefits.
<b>Merit System Basic (AFSCME Local 66)</b>	Part-time employees hired after January 1, 2004 earn holidays and personal leave on a pro-rated basis.
<b>St. Louis County Corrections (Jail)/ 911 (AFSCME Local 66, Local 1934)</b>	<p>Employees hired prior to July 1, 2013 shall receive 32 hours of personal leave per year after the first year of employment. Employees hired July 1, 2013 or after shall receive 16 hours of personal leave per year.</p> <p>Employees hired prior to July 1, 2013 earn 5.6 hours per pay period maximum. Employees hired after July 1, 2013 earn 4.3 hours per pay period maximum.</p> <p>Employees hired prior to July 1, 2013 can accumulate a maximum of 1900 hours sick leave. Employees hired July 1, 2013 and after can accumulate a maximum of 1350 hours of sick leave.</p> <p>For employees hired prior to July 1, 2013, up to 1900 hours of accumulated sick leave will be paid to a post-retirement health care savings plan upon retirement. For employees hired July 1, 2013 and after, up to 1150 hours of accumulated sick leave can be paid into the post-retirement health care savings plan upon retirement.</p>
<b>City of Duluth Basic Unit (AFSCME Local 66)</b>	An employee hired on or before December 31, 2006 shall, upon retirement, receive hospital medical benefit plan coverage to the same extent as active employees. An employee hired on or after January 1, 2007, shall, if they elect to continue to participate in the City plan upon retirement, pay the full cost of the premium with absolutely no contribution from the City.
<b>Duluth Airport Authority (AFSCME Local 66)</b>	Employees hired prior to January 1, 2007, receive fully paid health insurance for the life of the employee and spouse, and 80% dependent coverage. For employees hired after January 1, 2007, the employer pays \$250 per month toward the premium for the eligible retiree and up to \$500 per month toward the monthly premium for the eligible retiree with dependents.

Employees hired on or before April 19, 2005 can accrue up to 960 hours of sick leave. Employees hired after April 19, 2005 and before January 1, 2007 can accrue up to 480 hours of sick leave. Employees hired after January 1, 2007 can accrue up to 240 hours of sick leave.

**Spirit Mountain Authority (AFSCME Local 66)**

Employees hired before July 1, 2006 will pay towards the family coverage premium the same as Authority Management Staff. Employees hired after July 1, 2006 will pay the employee cost of the premium for family coverage.

Employees hired before July 1, 2012 will receive 4% longevity after 8 years and another 4% after 20 years. Employees hired after July 1, 2012 will receive only 2% longevity after 6 years.

**Ramsey County (AFSCME Local 8)**

Employees hired on or after January 1, 2006 will not receive any county contribution toward retiree insurance.

Employees hired before July 1, 1992 must have 10 years of county service to be eligible for the full county contribution to retiree medical insurance premiums. Employees hired after July 1, 1992 must have 20 years of service to receive 50% of the county contribution. The amount is increased 4% per year to a maximum of 90% at 30 years

**City of Forest Lake (AFSCME Local 517)**

Employee hired before January 1, 2010 who retires from the City after 30 years of service may continue on the City's group medical - hospitalization plan with the same employer contribution as active employees, for up to 10 years of retirement. An employee hired after January 1, 2010 does not receive this benefit.

**Township of Rice Lake Non-essential employees (AFSCME Council 5) City of St. Paul (AFSCME Local 2508 & 1842, Confidential unit)**

Administrative utility clerk/administrative secretary paid \$16.64 if hired before January 1, 2003; if hired after January 1, 2003 hourly rate is \$9.55.

The retiree insurance contribution reduced for employees hired on or after January 1, 1996.

**OTHER AREA AFSCME CONTRACTS**

**City of Hibbing (AFSCME Council 65, Local 791)**

Employees hired after January 1, 2007 shall not receive any employer contribution to the premium for retiree health insurance. Employees hired prior to January 1, 2007 receive up to 85% employer contribution depending on the date of hire.

**Itasca County (AFSCME Council 65, Local 1626) (Courthouse Unit)**

For employees hired after ratification of the 1994-1996, the maximum county payment for the severance formula of 70% of accumulated sick leave shall be \$10,000. For employees hired prior to ratification of the 1994-1996 contract, there is no dollar limitation on the payout. For employees hired after January 1, 2000, the maximum county payment for

severance shall not exceed \$10,000 and the maximum county payment for retirement group insurance premium shall not exceed \$20,000. For employees hired prior to January 1, 2000, the employer pays 50% of the single retiree premium and 50% of the dependent retiree premium without dollar maximum.

**City of Virginia (AFSCME  
Council 65, Local 454)**

Employees hired prior to January 1, 2007, are eligible for longevity of up to 8%. Any employee hired on or after January 1, 2007 is not eligible for longevity.