

2019 Collective Bargaining Review

MCO and the Office of the State Employer have reached a Tentative Agreement (TA) that calls for 6% in total wage increases over two years, the return of pre-shift meetings, and enhancements to health care. This page is a summary. Read the language of the changes in the following pages (pgs. 2- 4).

Pre-shift meetings were a vital time for officers to receive pertinent information from the previous 24 hours and know what they're walking into.

"In the MDOC's recent wellness study, members said they need more supportive working environments, which reinforced the need for more communication. Pre-shift addresses those issues," said MCO President Byron Osborn. "We've known since 2009, when pre-shift was eliminated, that there would be

information not shared and morale would suffer. I'm pleased we were able to negotiate its return."

Every member eligible to vote will be able to decide if this agreement meets their needs. **The bargaining team, which is the MCO Executive Board, strongly supports ratification. After years of cuts, this TA reclaims a piece of what we've lost. We know there is more work to do, but this TA is a step in the right direction.**

Non-economic provisions were negotiated in fall 2018 and run through December 2021.

Those eligible to vote should have received an invitation to vote at their .gov email address. If not, please check your junk folder, then call us at (517)485-3310. Thank you, members, for voting.

Summary of contract changes

Wages

- 2% increase in October 2020.
- 1% increase in April 2021.
- 2% increase in October 2021.
- 1% increase in April 2022.

Pre-shift

Pre-shift meetings will start in October 2020 and be six minutes long before every shift. Staff will be paid straight time for the meetings (no comp time).

Healthcare

The TA has no increases to healthcare deductibles or copays and would include several enhancements. Read the following pages to see all changes.

Enhancements:

- Removal of benefit cap for chemical dependency outpatient services. (pg 2, bullet 5)
- Increased benefit for digital mammograms. (pg. 2, bullet 6)
- Massage therapy will be covered by the PPO plan under a treatment plan. (pg. 3, bullet 2)

- The annual dental plan maximum benefit will increase to \$2,000 as of Jan. 2022. (pg. 3, bullet 4)
- \$1,000 benefit for Lasik eye surgery for employees only (pg. 3, bullet 5).
- Polycarbonate lenses will be covered 100% under the vision plan. (pg. 4, bullet 1)

Other:

- The last 3 bullets on pg. 2 of this document (the first page after this summary) concern changes to the timing of when plan years begin.
- The first bullet on pg. 3 means a new optional high-deductible health plan will be introduced. This plan will be offered in addition to the traditional PPO and HMO plans.
- Bullet 3 on pg. 3 concerns changes to the timing of when plan years begin.
- The second bullet on pg. 4 concerns updating the years listed in Article 30, Section B. It is a housekeeping change.
- The last bullet on pg. 4 concerns changes to the timing of when plan years begin.



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**FY2021 and FY2022
Wages and Group Insurances**

For full and final agreement the Employer offers the following as a complete package:

- 2% Base Hourly Rate increase 10-01-20 for FY2021.
- 1% Base Hourly Rate increase the first full pay period of April 2021 for FY 2021.
- 2% Base Hourly Rate increase 10-01-21 for FY2022.
- 1% Base Hourly Rate increase the first full pay period of April 2022 for FY2022.
- Health Insurance Benefit Chart – Appendix F Mental Health/Substance Abuse: Remove \$3,500 per calendar year cap for chemical dependency outpatient. Remove footnote 5.
- Health Insurance Benefit Chart – Appendix F Preventive Services: Replace “Mammography, annual standard film mammography screening (covers digital mammography up to the standard film rate)” with “Mammography, annual standard film or digital mammography screening”; replace footnote 1 with “PPACA guidelines apply.”
- Health Insurance Benefit Chart – Appendix F Deductibles, Co-Pays, and Out-of-Pocket Dollar Maximums: Replace footnote 6 with “Deductible amounts and out-of-pocket dollar maximums for the SHP-PPO and HMOs are effective January 1 and renew annually on a calendar year basis.”
- Change the second paragraph in Article 30, Section A to “Effective January 1, 2021 insurance elections made during an annual open enrollment process are effective on January 1 of the following year, unless otherwise indicated.”
- Change the fifth paragraph in Article 30, Section A to “Effective January 1, 2021 group insurance plan provisions shall be effective January 1, unless otherwise specified.”

- 1 • In addition to the State Health Plan PPO and HMO options provided in Article
2 30, Section B of this agreement, plans offered will also include the State High-
3 Deductible Health Plans with Health Savings Accounts implemented by the
4 Employee Benefits Division of the Michigan Civil Service Commission for
5 nonexclusively represented employees. Beginning January 1, 2021, the
6 employer shall offer employees the option of enrolling in either a general-
7 purpose flexible spending account or a limited-purpose flexible spending
8 account, as authorized by federal law for health-care expenses. Insurance
9 elections made during an annual open enrollment process are effective on
10 January 1 of the following year, unless otherwise indicated. In 2020, a one-
11 time short plan year will also be implemented from the first full pay period in
12 October through December 31, 2020.
- 13 • Under the SHP PPO chiropractors may perform massage therapy when
14 provided as part of a complete physical therapy plan. Clarify that under the
15 SHP PPO the chiropractor therapeutic massage covered benefit includes
16 therapeutic massage performed by a massage therapist when supervised by
17 a chiropractor as long as it is part of the treatment plan.
- 18 • Dental Chart – Appendix G Benefit Maximums: Replace “Annual (12 months
19 beginning on Oct. 1st” with “Annual (12 months beginning on January 1,
20 2021).”
- 21 • Dental Chart – Appendix G Benefit Maximums: Increase the annual State
22 Dental Plan maximum from \$1,500 to \$2,000. The changes will take place as
23 follows:
- 24 a. October 1, 2020 to December 31, 2020, the maximum will be \$1,000.
25 b. January 1, 2021 to December 31, 2021, the maximum will be \$1,500.
26 c. January 1, 2022 to December 31, 2022, the maximum will be \$2,000.
- 27 • Vision Chart – Appendix H: Add Lasik as a covered benefit under the vision
28 plan for active employees only (spouses/dependents are not eligible) up to
29 \$1,000 lifetime reimbursement, effective October 4, 2020.

OSE/MCO – Wages and Group Insurances

- 1 • Vision Chart – Appendix H: Polycarbonate Lenses covered 100%, minus
2 \$7.50 co-pay, at participating providers effective October 4, 2020. This
3 applies to regular glasses, computer glasses and safety eye wear.

- 4 • Update Federal excise tax provision in Article 30, Section B for FY2021 and
5 FY 2022. (Housekeeping Changes)

- 6 • It is the intent of the parties that employees will pay no more HMO deductible
7 for the combined fifteen (15) month period between October 4, 2020 to
8 December 31, 2021, than that employee would have paid for one (1) plan
9 year.