



BULLETIN

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COMMISSION APPROVES CONTROVERSIAL CONTRACT; MCO KEEPS MUTUAL AGREEMENT ON 12-HOUR SHIFTS

Commission approves controversial contract; MCO keeps mutual agreement on 12-hour shifts

The Civil Service Commission approved the impasse panel's recommendations on health care, wages and MCO's unit-specific matters in a two-year contract.

One commissioner proposed a one-year contract with status quo on health care. The commission deadlocked with a 2-2 vote on the measure.

Then the commission voted 3-1 to accept the impasse panel's recommendations, putting all employees into the new health care plan which requires higher deductibles, and giving them 2 percent raises effective Oct. 1 of each year plus a one-time 0.5 percent lump sum. Commissioner Robert Swanson was the swing vote. He said this was a "slap in the face," but leaving employees without a contract would be worse.

Commissioners also took the panel's side on unit-specific issues, including the LOU to extend current 12-hour shift pilot programs for at least one additional year. MCO Executive Director Mel Grieshaber urged the commission to vote against that provision, arguing MCO members and the Commission approved 12-hour shift LOUs with the understanding they would expire in October 2014. OSE originally wanted to give the Department authority to implement 12-hour shifts at up to 12 prisons. However, MCO was successful in maintaining mutual agreement on 12-hour shifts.

The new contracts go into effect immediately.

This fight isn't over. The legislature has 60 days after the governor's budget presentation to modify any wage increases. To change recommended pay raises, two-thirds of both the House of Representatives and the Senate would have to agree. The budget presentation is expected in early February. MCO will keep members informed.

To read the response from the Coalition of State Employee unions, go to <http://www.mco-seiu.org/2014/01/15/commission-approves-controversial-contract-mco-keeps-mutual-agreement-on-12-hour-shifts/>.

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