

**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 FY2021.
- 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.”
- In addition to the State Health Plan PPO and HMO options provided in Article 30, Section B of this agreement, plans offered will also include the State High-Deductible Health Plans with Health Savings Accounts implemented by the Employee Benefits Division of the Michigan Civil Service Commission for nonexclusively represented employees. Beginning January 1, 2021, the employer shall offer employees the option of enrolling in either a general-purpose flexible spending account or a limited-purpose flexible spending account, as authorized by federal law for health-care expenses. Insurance elections made during an open enrollment process are effective on January 1 of the following year, unless otherwise indicated. In 2020, a one-time short plan year will also be implemented from the first full pay period in October through December 31, 2020.
- Under the SHP PPO chiropractors may perform massage therapy when provided as part of a complete physical therapy plan. Clarify that under the SHP PPO the chiropractor therapeutic massage covered benefit includes therapeutic massage performed by a massage therapist when supervised by a chiropractor as long as it is part of the treatment plan.
- Dental Chart – Appendix G Benefit Maximums: Replace “Annual (12 months beginning on Oct. 1st)” with “Annual (12 months beginning on January 1, 2021).”
- Dental Chart – Appendix G Benefit Maximums: Increase the annual State Dental Plan maximum from \$1,500 to \$2,000. The changes will take place as follows:
 - a) October 1, 2020 to December 31, 2020, the maximum will be \$1,000.
 - b) January 1, 2021 to December 31, 2021, the maximum will be \$1,500.

- c) January 1, 2022 to December 31, 2022, the maximum will be \$2,000.
- Vision Chart – Appendix H: Add Lasik as a covered benefit under the vision plan for active employees only (spouses/dependents are not eligible) up to \$1,000 lifetime reimbursement, effective October 4, 2020.
 - Vision Chart – Appendix H: Polycarbonate Lenses covered 100%, minus \$7.50 co-pay, at participating providers effective October 4, 2020. This applies to regular glasses, computer glasses and safety eye wear.
 - Update Federal excise tax provision in Article 30, Section B for FY2021 and FY2022. (Housekeeping Changes)
 - It is the intent of the parties that employees will pay no more HMO deductible for the combined fifteen (15) month period between October 4, 2020 to December 31, 2021, than that employee would have paid for one (1) plan year.

Letter of Understanding

Pre-Shift Meetings

The Department of Corrections has determined that pre-shift meetings of not more than six minutes prior to the official starting time of the respective shift will be implemented for FY2021 and FY2022.

The parties agree to the following:

Certain Department of Corrections employees shall be required to attend pre-shift meetings if conducted. Certain categories of employees may be exempted from this requirement, such as work crew personnel, Corrections Officers in community corrections centers, day activity shift personnel, medical and health care personnel, corrections resident representatives, and personnel directed to report for work at a location other than their own facility (e.g., hospital detail). At the sole discretion of the Employer, employees in the exempt categories may or may not be required to attend pre-shift meetings. Such employees who are required to attend pre-shift meetings, shall be paid in accordance with this Letter of Understanding.

Employees satisfactorily attending the required six-minute pre-shift meeting shall be compensated for such satisfactory attendance at the rate of .1 of an hour at straight time rates, but excluding shift differential and other pay premiums.

An employee who attends, but is late for, a pre-shift meeting shall be paid only for the time in attendance, but such payment shall not be considered as excusing such lateness.

Time spent in pre-shift meetings shall not be treated as time worked for purposes of calculating daily and biweekly overtime. Payment for such pre-shift meeting attendance may not be taken in the form of compensatory time.

The parties agree to meet prior to October 1, 2020 to discuss the content, examples, training, and format of Pre-Shift meetings.