



# 2021 Collective Bargaining Review

MCO and the Office of the State Employer (OSE) have reached a tentative agreement on a proposed three year contract that includes a 7% pay raise over the first two years of the contract, a pilot \$250 per pay period incentive, a pilot for guaranteed overtime pay on worked holidays, an additional state holiday, healthcare enhancements and state paid funeral leave.

The proposed agreement will now be subject to a

ratification vote by the membership. **The bargaining team, which is the MCO Executive Board, supports ratification.**

Members eligible to vote will receive an invitation to vote at their .gov email address. If you do not see the invitation by Oct. 15, please check your junk folder, then call us at (517) 485-3310 if you didn't receive the invitation.

Thank you, members, for voting.

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## Summary of contract changes

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### Wages

- 5% increase in October 2022. This is the largest one-year wage increase in more than 30 years.
- 2% increase in October 2023.

In 2023, the parties will negotiate wages that will take effect October 2024.

### Retention Incentive Pilot Program

All MCO represented classifications will be eligible for a \$250 per pay period incentive payment that will begin on Jan 9, 2022 and run through July 8, 2022.

To earn the incentive, members will be required to physically work 80 hours in the pay period. All regular hours, overtime hours or comp time used in the pay period will count toward the 80 hours. Annual leave or sick leave used in the pay period can be made up for by working overtime in the pay period.

The incentive results in \$3,250 for anyone who physically works 80 hours in all 13 pay periods of the pilot. No other state employees are eligible for this incentive.

### Holiday pay pilot

Bargaining unit members will be guaranteed overtime pay on worked holidays, even if they use sick or annual leave in the pay period.

This pilot would start Jan. 9, 2022 and end Jan. 7, 2023.

### New holiday

Juneteenth will be added as a state holiday.

### Funeral leave

Bargaining unit members will receive 8 hours of leave to attend the funeral of immediate family members, without having to use their sick leave.

### Paid parental leave

This LOU granting 12 weeks of paid leave will be extended.

### Pre-shift

MCO declined to renew the pre-shift LOU. Pre-shift will end Dec. 31, 2021.

### Healthcare

The TA calls for numerous enhancements to healthcare with no changes to deductibles or copays. Highlights are listed below. Complete details are on the following page.

- \$1,000 lifetime reimbursement for Lasik extended to the spouse of an active employee.
- Increase frequency of glasses or contact lenses to once every 12 months without the requirement of a prescription change.
- \$0 copay on glasses frames.
- 100% coverage of male voluntary sterilizations
- Increase lifetime orthodontics benefit to \$1,750.
- Sealants for those under age 14 covered at 100%.
- 0% co-pay for telemedicine visits.
- Alcohol and Chemical Dependency benefits covered 90% of network rates, 10% co-pay

**Office of the State Employer  
FY2023 and FY2024  
Wages and Group Insurances**

- FY2023 - 5% base hourly increase 10-01-2022
- FY2024 - 2% base hourly increase 10-01-2023
- Reopener on wages only (Article 27.B) for FY2025

**Three year agreement on group insurances:**

Eliminate Catastrophic Plan effective January 1, 2023

**Appendix F Health Insurance Benefit Chart**

- SHP PPO
  - Male voluntary sterilization covered 100% in-network
  - 0% co-pay for telemedicine via the carrier's online vendor when obtained in-network
  - No additional plan design changes
  - Clarify: Alcohol & Chemical Dependency benefits covered 90% of network rates, 10% co-pay
  
- HMOs
  - No plan design changes for the HMOs

**Appendix G Dental Chart**

- Sealants (under age 14) covered 100% for State Dental Plan PPO and Premier
- Increase lifetime orthodontics to \$1,750 for State Dental Plan PPO and Premier

**Appendix H Vision Chart**

- Extend \$1,000 lifetime reimbursement for Lasik to the spouse of an active employee
- Increase coverage for non-medically necessary contact lenses: up to \$150.
- Increase frequency of glasses or contact lenses to once every 12 months without the requirement of a prescription change
- \$0 co-pay on frames
- Computer glasses covered if different prescription without utilization threshold

Letter of Understanding  
Michigan Corrections Organization  
Article 27  
Security Unit Recruitment and Retention Pilot Program  
For FY2022

The Michigan Department of Corrections (MDOC) is currently experiencing difficulty recruiting and retaining Security Unit employees (collectively referred to as Corrections Officers in this Letter of Understanding) at MDOC correctional facilities. The Department of Health and Human Services (DHHS) is currently experiencing difficulty recruiting and retaining Forensic Security Assistants at the Center for Forensic Psychiatry. The security unit is comprised of Correction Medical Officers, Correction Medical Unit Officers, Corrections Officers, Corrections Resident Representatives, Corrections Security Representatives, Corrections Transportation Officers, Forensic Security Assistants, and Special Alternative Incarceration Officers hereinafter referred to as Corrections Officers or Forensic Security Assistants. In light of these difficulties the parties agree to establish a pilot recruitment and retention payment program for Corrections Officers and Forensic Security Assistants.

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The Pilot Program will begin on January 9, 2022 and will end with the payment made for pay period ending July 8, 2022. The goal of the pilot program is two-fold: attract and retain Corrections Officers and Forensic Security Assistants for long term employment with the MDOC and DHHS, respectively, and maximize the number of hours worked to maintain operational stability. The hours worked that will be counted to determine eligibility include regular hours, overtime hours, and compensatory time earned, not to exceed a combined total of 80 hours in a biweekly pay period.

To be eligible for a *full* bi-weekly payment of \$250 the Corrections Officer must 1) be eligible to work overtime (as agreed upon by the Union and the MDOC) for the entire affected pay period, and 2) must have at least 80 hours worked (as defined above) during the affected pay period.

To be eligible for a *full* bi-weekly payment of \$250 the Forensic Security Assistant must 1) be employed by DHHS as a Forensic Security Assistant for employed as a Forensic Security Assistant for at least 6 months, eligible to work overtime and 2) must have at least 80 hours worked (as defined above) in the affected pay period.

No prorating or reduction of the full bi-weekly payment based on fewer hours worked in a pay period will be made.

A Corrections Officer or Forensic Security Assistant must meet both the employment and the hours worked conditions to receive payment. Bi-weekly recruitment and retention payment will be issued as a gross pay adjustment as soon administratively feasible.

This Letter of Understanding is effective upon approval of the Civil Service Commission and will end with the FY2022 payment. The parties agree to meet to evaluate the effectiveness of the pilot at that time. The parties may mutually agree to extend the pilot program if the employing agency finds the goals of the pilot program have been met and the extension is approved by the Civil Service Commission.

For the Union

For the Employer

  
\_\_\_\_\_ 10-11-21 \_\_\_\_\_ 10/11/21  
Date Date

Letter of Understanding  
Michigan Corrections Organization  
Article 18 - Security Unit Holiday pay Pilot Program

The Michigan Department of Corrections (MDOC) is currently experiencing difficulty recruiting and retaining Security Unit employees (collectively referred to as Corrections Officers in this Letter of Understanding) at MDOC correctional facilities. The Department of Health and Human Services (DHHS) is currently experiencing difficulty recruiting and retaining Forensic Security Assistants at the Center for Forensic Psychiatry. The security unit is comprised of Correction Medical Officers, Correction Medical Unit Officers, Corrections Officers, Corrections Resident Representatives, Corrections Security Representatives, Corrections Transportation Officers, Forensic Security Assistants, and Special Alternative Incarceration Officers hereinafter referred to as Corrections Officers or Forensic Security Assistants. In light of these difficulties the parties agree to establish a pilot recruitment and retention payment program for Corrections Officers and Forensic Security Assistants.

The Pilot Program will begin on January 9, 2022 and will end with the payment made for pay period ending January 7, 2023. The goal of the pilot program is two-fold: attract and retain Corrections Officers and Forensic Security Assistants for long term employment with the MDOC and DHHS, respectively, and maximize the number of hours worked to maintain operational stability.

To be eligible for pay at the overtime rate the Corrections Officer must physically work the Holiday(s) as defined in Article 18. By working on the Holiday the Employer agrees to compensate employees at the premium rate of time and one-half (1 ½) times their "regular rate of pay", irrespective of the leave used in that pay period.

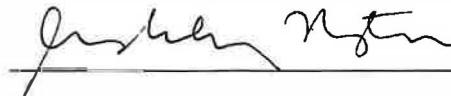
This Letter of Understanding is effective upon approval of the Civil Service Commission. The parties agree to meet to evaluate the effectiveness of the program upon completion of the pilot. The parties may mutually agree to extend the pilot program if the employing agency finds the goals of the pilot program have been met and the extension is approved by the Civil Service Commission.

For the Union

For the Employer



10-11-21  
Date



10/11/21  
Date