

## What happens after March 13th when our contract expires?

**Afscme Local 171 & 2412 UW-Madison classified employees.** Items below are subject to change based on the Office of State Employment Relations, the Joint Committee On Employment Relations, UW-Madison Human Resources and the potential passing of the Budget Repair Bill and the Budget.

**Council 24 has filed an Unfair Labor Practice suit in court and is attempting to have our contract extended until we have our day in court.**

**Paycheck deductions will start March 27, 2011.**

**Health care:** The rate of contribution will increase to 12.6% of the cost of health care. For Tier 1 health insurance for a single plan the contribution will rise from \$31/month to \$84/month, family from \$78/month to \$208/month. The deduction will be taken from the first (A) check of the month and will not be taxed. Employees can cancel their health insurance or switch from family to single coverage, notice must be given within 30 days of the increase in premium.

**Pension:** The contribution for the Wisconsin Retirement System will rise from .2% of salary to 5.8%. It will be taken out of every check and it is taken from monthly gross income and will include overtime in the calculation. This deduction will be taxed income. You cannot opt out of or stop paying into the WRS. There is no guarantee the contribution rate will not increase in future years.

*Sample calculation:*

**Hourly Rate:** \$12.229/hour x 80 hours worked in pay period = \$978.32 (WRS-covered earnings) **Proposed WRS Contribution:** .058 x \$978.32 = \$56.74 contribution for the pay period or \$113.48 per month (two pay period month).

**Furlough:** deductions will continue until June 30, 2011. You must use up all your furlough days.

**Vacation:** UW will continue to administer vacation requests as currently done. Future vacation amounts will be determined by a new Compensation Plan.

**Union dues:** deductions will stop being taken. Council 24 and the Locals are looking into ways to continue to collect dues.

**Grievance procedure:** UW-Madison HR representatives have stated that the current grievance procedure will continue until further notice. Employees have the right to representation and can continue to ask for a steward.

There have been letters from OSER and the Department of Administration stating that certain provisions in the collective bargaining agreement will stay as is until June 30, 2011 the end of the fiscal year or until a new Compensation Plan is approved by the Joint Committee on Employment Relations.

The items below are subject to change based on OSER's decisions.

**Sick Leave Conversion:** As of right now the Accumulated Sick Leave Conversion Credit Program and the Supplemental Health Conversion Credit Program will continue until June 30, 2011. It is up to OSER to continue these programs and nothing in writing has been issued. If OSER decides to end these programs they have stated a written notice will be issued beforehand.

**Compensation:** As of right now compensation will remain as agreed to under the collective bargaining agreement until a new Compensation Plan is approved.

For more information

OSER <http://oser.state.wi.us/>

ETF [http://etf.wi.gov/news/Budget\\_Repair\\_Bill\\_Whats\\_New.pdf](http://etf.wi.gov/news/Budget_Repair_Bill_Whats_New.pdf)

UW-Madison <http://budget.wisc.edu/budget-news/employee-benefit-and-retirement-faq/>

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