

## **SUMMARY OF CHANGES IN THE PROPOSED 2011-12 AFSCME STATE MASTER CONTRACT**

In SB 2094 State Employees and SB 2000 General Appropriations Act, the legislature resolved issues at impasse in the State Master Contract between AFSCME Florida Council 79 and the State of Florida. Although the Legislature sided with the state on almost all issues, the effect of most of the changes, including the vacating of two articles, will have no practical effect on the ability of AFSCME to defend the rights of state employees.

**Article:** 3 – Dues Check-off

**Change:** Now a vacant article.

**Effect:** Florida law requires public employers to provide payroll deduction of union dues. Eliminating dues deduction language in the contract will not allow the state to stop collecting union dues.

**Article:** 16 – Payroll Check-off

**Change:** Now a vacant article.

**Effect:** Eliminates a payroll deduction slot used by AFSCME to offer supplemental benefits to state employees.

**Article:** 25 – Wages

**Change:** Wages shall be

**Effect:** Reflects no competitive wage increase or change to the current pay grades or pay bands.

**Article:** 27 – Health Insurance

**Change:** The state will administer the health plan according to the 2011-12 budget and applicable law.

**Effect:** Budget made no changes in health insurance for Career Service employees.

**Article:** 30 – Prevailing Rights

**Change:** Now a vacant article.

**Effect:** The deletion of this language makes it more difficult to grieve pay and benefit disputes over issues not explicitly covered by the agreement, although we retain the right (1) to bargain over proposed changes to pay and benefits not covered by the contract and (2) to file charges if the employer makes changes to pay and benefits not listed in the contract without bargaining.

**Article:** 34 – Duration

**Change:** The Legislature did not resolve this impasse. AFSCME proposed a three-year contract. The state proposed one year.

**Effect:** The Union stands by its proposal of a 3-year contract.