

Washington County's Unofficial “Last, Best, & Final Offer”

AFSCME LOCAL 517

PRESENTATION

The Good (or at least not terrible)

- Contract valid for 3 years meaning less frequent negotiations.
- Cost of living adjustments of 3.25% for 2026, 3% for 2027, and 2.75% for 2028.
- Anniversary range movements of 4% for 2026, 3.5% for 2027, and 3.5% for 2028.
- Bilingual pay memorandum of agreement raises from \$50 biweekly to \$75 biweekly.
- Workers in years 1-5 will move to 21 PTO days from 20.



The Bad

- Promotional probationary periods would increase from 6 months to 12 months. Seniority retention rights would also increase from 6 months to 12 months. Leaves will extend the probationary period by the same amount of time taken off.
- The only mental health consideration is a one time meet and confer with BMS with no required action afterwards.
- Public emergencies could override earned sick and safe time and the county can require medical documentation after 48 hours of used sick/unplanned pto.



The Ugly

- Washington County's family healthcare plans remain among the most expensive in the metro area with **ZERO** relief. Healthcare premiums will rise from last year by between about 6%-9% depending on plan. HSA contributions remain stagnant in the face of rising deductibles.
- The county refused to codify Weingarten rights without removing your right to have a representative with you during discipline.
- The 6 weeks paid family leave has sunsetted due to Minnesota Paid Leave. This leaves our Wisconsin teleworking members in the cold with no benefit. You also cannot "top off" intermittent leaves with your available time off.



Other Items Changing

- For Minnesota Paid Leave, we agreed that the members will pay 50% of the premium as if this benefit is used, 50% of the benefit will then be tax-free. Overpayments/arrears will be paid back to the county either via one time payment or payroll deduction as required by law.
- 2 Memorandums of Agreement revolving around the changes to Vacation/PTO.

Metro Area Healthcare Comparison-Copay Plans

Traditional Plan Coverage Levels

The following represents the *median* and the *range* of coverage levels for the six traditional medical plans.

COVERAGE LEVEL	MEDIAN		RANGE	NOTABLE EXCEPTIONS
	Survey Data	Washington County		
Office Visit Copay	\$30	\$45	\$20 - \$45	See below*
Retail Clinic Copay	\$20	\$20	\$10 - \$20	
Online / Telephonic Copay	\$10	\$0	\$0 - \$20	
Urgent Care Copay	\$40	\$45	\$20 - \$50	Subject to deductible in one plan
Emergency Room Copay	\$150	\$200	\$100 - \$200	Subject to deductible in two plans
Single Deductible	\$675	\$2,000	\$0 - \$2,000	One ACO plan has 0% Co-Insurance, all other plans are 80% and one at 90%
Family Deductible	\$1,350	\$4,000	\$0 - \$4,000	
Co-Insurance	80%	90%	0% - 90%	
Generic Rx Copay	\$13	\$12	\$10 - \$20	Two plans have no coverage for non-formulary Rx
Formulary Rx Copay	\$35	\$45	\$25 - \$45	
Non-formulary Rx Copay	\$43	No coverage	\$35 - \$50	
Specialty Rx	80% up to \$200/month		\$50 - \$200	
Single Out-of-Pocket Maximum	\$3,000	\$4,000	\$2,000 - \$4,500	
Family Out-of-Pocket Maximum	\$5,500	\$8,000	\$4,000 - \$9,000	

*If a traditional plan uses a tiered network, coverage levels depicted above are the highest (best) coverage level offered. If a traditional plan incorporates a benefit differential based on wellness plan participation, non-participation coverage levels are used.

Metro Area Healthcare Comparison- HSA Plans

HRA / HSA Plans

HRA/HSA Plan Coverage Levels

The following represents the *median* and the *range* of coverage levels for the six HRA and seven HSA compatible medical plans (thirteen total).

Coverage Level	All HRA & HSA Compatible Plans		HSA Compatible Plans Only
	Median	Range	Median
Office Visit, Retail Clinic, Online / Telephonic, Urgent Care & Rx	Subject to Deductible*		Subject to Deductible
	Survey	Washington County	
Single Deductible	\$3,000	\$3,300 & \$4,500 (2)	\$350 - \$5,000
Family Deductible	\$6,000	\$6,600 & \$9,000 (2)	\$1,050 - \$10,000
Co-Insurance	90%	90%	80% - 100%
Single Out-of-Pocket Maximum	\$3,300	\$4,000 & \$6,000 (2)	\$1,500 - \$6,000
Family Out-of-Pocket Maximum	\$4,500	\$8,000 & \$12,000 (2)	\$3,300 - \$12,000

HRA plans are not required by law to have all services subject to the deductible. The six HRA plans offer \$0 cost for Online/Telephonic visits. All other HRA and HSA compatible plans have all services, except preventative, subject to the deductible.

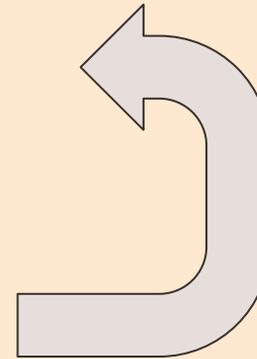
County Insurance Premium Proposal

Copay Plan	2025 Premium	2026 Proposed Premium	Dollar Difference	Percentage Increase
Single	125.58	137.09	11.51	9.17%
Single+Spouse	522.98	558.88	35.9	6.86%
Single+Children	734.22	784.19	49.97	6.81%
Family	862.12	920.79	58.67	6.81%

3500 Plan	2025 Premium	2026 Proposed Premium	Dollar Difference	Percentage Increase
Single	34.94	37.04	2.1	6.01%
Single+Spouse	266.1	282.1	16	6.01%
Single+Children	383.63	406.7	23.07	6.01%
Family	439.33	465.75	26.42	6.01%

4500 Perform	2025 Premium	2026 Proposed Premium	Dollar Difference	Percentage Increase
Single	7.59	8.3	0.71	9.35%
Single+Spouse	200.43	219.3	18.87	9.41%
Single+Children	279.86	306.21	26.35	9.42%
Family	318.35	348.32	29.97	9.41%

4500 Select	2025 Premium	2026 Proposed Premium	Dollar Difference	Percentage Increase
Single	6.58	7.2	0.62	9.42%
Single+Spouse	173.84	190.2	16.36	9.41%
Single+Children	242.74	265.59	22.85	9.41%
Family	276.12	302.11	25.99	9.41%



Note the premium increases

Why didn't you demand more?!

We did! We sat at the table from 9am-9:30pm and tried to come up with a myriad of different things to try to improve the working conditions for all of us.

The county refused to budge on:

- Cost of living adjustments
- PTO
- HSA Contributions
- Covering any increase in healthcare premiums
- Paid family leave (EXCEPT to reinstate a 3 week leave IF MN Paid Leave were repealed during the contract terms)

So what did you propose then?

- A shift in PTO to reward long term employees.
- 6 weeks paid family leave accessible only if you did not receive MPL.
- When the short term disability contract ends, change providers so people can enroll
- Increase from 15 min to 20 min paid breaks with the option to take an hour unpaid lunch (for medical, mental health, etc. appointments). Alternatively, allow 1 paid hour per week to attend a mental health session to promote wellbeing
- Shift the .5% range movement to a .5% cost of living to benefit all employees for the added probationary period length

So What Now?!

WE VOTE!

- You can vote to accept this agreement. If the majority agrees, we sign and we are done bargaining until the end of 2028.
- You can vote to reject this agreement, which is also an authorization to strike.

What do you mean authorization to strike???

- A Strike Authorization gives the Negotiations Team the **authority** to call a strike, only **if the circumstances justify**.
- **NO, it does not mean a strike is imminent.** The vast majority of strike authorizations DO NOT actually lead to a strike.
- Because this is a very serious decision, we will be hosting Strike Trainings for dues-paying members next week in order to help our voting members make a decision. Links will be sent to member personal emails.

So what ACTUALLY happens if I vote no?

If the majority agrees to reject the offer and authorize a strike, there would be...

- A 30 day cooling off period where we can come back to the table to try to re-negotiate.
- If no agreement can be reached during that period, we would authorize a strike and after an additional 10 day cooling off period, would walk off the job until an agreement could be made.

What Does The Negotiating Team Recommend?

The negotiating team has voted to issue **no recommendation**.

- The wage increases fall within our normal acceptance parameters and while we would have liked to see 2028's cost of living adjustment be at least 3%, the county was not willing.
- We made movement on the bilingual pay.
- We got an agreement for a link on the main Washnet page to our website and a scheduled time at the new employee orientation
- Conversely, the healthcare out of pocket costs remain among the highest of the metro counties.
- There are no real commitments to the mental health of our workforce and our Wisconsin coworkers have the choice of not tele-working to get a leave benefit or get nothing.

OK... So What Now??

- Dues-paying members will be voting on this offer the 24th (virtual) and 25th of February (in person, 11am-2pm).
- Sometime this weekend, members will be sent links and room numbers for voting, the strike training, as well as the agenda for our General Membership Meeting on February 18th from 12-1pm. Keep an eye out for all of that.
- Dues-paying members should [join the facebook group](#) as well (eventually we'd like to have a slightly less zuckerberg-y option for private discussion, but this is what we've got right now.)

Am I a Member?

- idk, are you? (jk, we can also check this for you)
- if you've signed up recently, got some weird glitches on the sign-up page, or literally anything wonky, you should probably confirm you are a dues-paying member.
- You can do this by:
 - checking your paystub
 - Logging into MemberLink (it will not work if you are not a dues-paying member. You should do this even if you are a dues-paying member though anyway if you plan to vote virtually.)
 - (easiest/fastest) calling the Member Action Line during business hours: **(651) 450-4990**

Voting Info, For Funsies

Voting Information

Virtual Voting

Virtual voting will occur on **Tuesday, February 24th**, via **MEMBERLINK** (members.afscmemn.org), from **8:00am–4:00pm**.
[Calendar Reminder Link!](#)

MemberLink is your AFSCME member portal. Members are strongly encouraged to log in prior to voting day to ensure a smooth voting experience.

In-Person Voting

In-person voting will occur on **Wednesday, February 25th**, from **11:00am–2:00pm**, at the following locations, with room numbers TBD: Stillwater Government Center, Forest Lake Service Center, Cottage Grove Service Center, Central Service and License Center. [\(Calendar Link\)](#)

Calendar Invites for in-person voting will be updated soon; we are still waiting on some room reservations and wanted to get this information out to all of you as soon as possible.

YOU are the union! YOU make the choice of what happens next!

