

Summary of Changes in this Tentative Agreement

II. Reaffirmation of the Independence of the Plans. The parties reaffirm that the State Employee Pension and Health Care plans are set forth in contract, and are intended to and shall remain independent of any other pension or health care plans that may or may not be created by state government. Neither the legislature nor the governor shall have the ability to include the state employees' health care plan in Sustinet or any other program.

II.A. To avoid the changes in the tentative agreement (except mail order of prescription drugs), a member's last day of work would have to be September 30 and retirement effective October 1. (Formerly the dates were August 31 and September 1).

II.A.1.(i) Mandatory mail order of prescription drugs after the first prescription (90 days) will begin after October 2nd for active employees and retirees under the age of 65.

II.A.1.(iii). Mail-ordered prescription drugs may be picked-up at any local pharmacy that wishes to participate in the maintenance drug network.

II.A.2(h). No increase in premiums or deductibles will occur if a covered dependent not in a member's custody (due to legal decree or divorce) does not comply with the Health Enhancement Plan.

II.A.2(h). Members' contributions to the Retiree Health Care Trust Fund will be used "solely to pay retiree health care costs of contributors to the fund." This requirement is "permanent and irrevocable" beyond the agreement's expiration in 2022.

II.C.2. The effective date of the 2% minimum cost-of-living adjustment (COLA) shall be October 2, 2011 (formerly September 30, 2011).

II.C.2. The early retirement reduction factors are effective October 2, 2011.

II.D. There will be quarterly reports of the progress towards achieving full funding of the Pension and Retiree Healthcare Plans.

Attachment A.

A.1. The general wage increase effective 7/1/11 will cease upon ratification of the agreement. For members who earned their top-step bonus on July 1, 2011, the money received will have to be repaid in equal payments over the 23 pay periods following ratification.

A.2. The first general wage increase in the contract (2013-2014) will be delayed for as long as we received the July 1, 2011 general wage increase. The raises in the fourth and fifth years of the contract will be on time.

Attachment G -- Questions and Answers made part of the Agreement