



July 6, 2015

Dear member:

Posted on our website at www.mape.org/my-mape/news/mape-2015-17-contract-voter-booklet you will find a booklet showing you the language changes tentatively agreed to for our 2015-17 negotiated contract. It is important for each member to review wage information and insurance changes included in this packet to help you decide if you want to accept or reject the proposed contract. A vote to reject the contract is a vote to authorize the Board of Directors to implement a strike.

This tentative agreement has some gains for every member. This negotiated agreement represents many long hours of collective bargaining with the governor's team. Some of the changes successfully negotiated by your Negotiations Team include:

- 2.5 percent wage increase on July 1, 2015.
- 2.5 percent wage increase on July 1, 2016.
- Progression step increases for eligible employees based on their satisfactory job performance in both years of the contract.
- A letter from the governor's staff committing to reviewing policies surrounding paid parental leave with a commitment to implement changes for all state employees based on that review. MAPE will be involved in the review process.
- A \$100 increase to \$350 in the allowable annual professional organization membership reimbursement amount.

The Negotiations Team fought to minimize spiraling health-care costs being shifted to employees. The negotiated elements surrounding your health-care insurance plan beginning in calendar year 2016 include:

- No changes to either the employee or dependent co-premium percentage amounts (currently, 5 percent of premiums for employee coverage and 15 percent of premiums for dependent coverage).
- An increase for in-network dental coverage from the 60 percent coverage to 80 percent coverage.
- Removal of the 24-hour per year cap on the use of sick leave to accompany a parent to a medical or dental appointment.
- Limited increases to out-of-pocket charges including: 1, annual first-dollar deductible; 2, office visit co-pays; 3, prescription drug co-pays; and 4, the plan maximum out-of-pocket threshold (see voter booklet for amounts based on clinic levels).

Your Negotiations Team and Board of Directors have voted to recommend acceptance of this proposed contract. Please look through the material posted on our website at www.mape.org/my-mape/news/mape-2015-17-contract-voter-booklet and vote when you receive your email or paper ballot. **All votes must be received by Aug. 24, 2015, at 11:59 p.m. to be counted on Aug. 25.**

Thank you for your support.

In Solidarity,



Sandra Dunn, Co-Chair
MAPE Negotiation Committee



Michael Landers, Co-Chair
MAPE Negotiation Committee