

Staff Association, Local 2071
Collective Bargaining Agreement Changes (in Bold)
Contract Period August 1, 2003 -- July 31, 2005
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ARTICLE 39. MEDICAL INSURANCE

- A. Medical insurance is available to Employees through contracts and agreements executed by the Employer with Blue Cross/Blue Shield, Blue Care Network, **Community Blue (PPO)**, Health Alliance Plan, OmniCare, SelectCare, and DMC CARE.

For all HMO/PPO's the University shall provide a subsidy equal to the subsidy in effect on 8/31/94 (or the full cost of the premium if equal to or less than the 8/31/94 subsidy) plus 70% of the actual dollar increase in premium for Single, 2-Person and Family coverage plus an additional \$7.50 per month subsidy for family coverage. **The employer may, but is not required to, eliminate Omnicare coverage.**

For BCBS, the University will provide a subsidy equal to the subsidy in effect on 8/31/94 plus 70% of the average cost increase for Single, 2-Person and Family coverage for the five HMO/PPO's plus an additional \$7.50 per month subsidy for family coverage.

- B. An Employee wishing coverage under one of the above plans must file an application within the first month of employment. The effective date of coverage is the first (1st) of the month following enrollment. In the event the Employee fails to apply within the first (1st) month, such Employee will be required to wait until the first of the month following ninety (90) days after application or until the next open enrollment period, depending upon the plan's requirements.
- C. The Employer may unilaterally cancel an existing Medical Insurance Plan providing it accords affected Employees with conversion privileges to any successor plan of the Employee's choice. A change in health insurance carrier by the Employer shall not result in a change in coverage. Any pre-existing conditions of the Employee shall be covered by the newly elected plan.
- D. Bargaining unit members shall have the option of continuing coverage under one of the plans provided by the Employer or of dropping coverage provided that the Employee is covered under an alternative health insurance plan (i.e., coverage under a spouse's/domestic partner's plan), and, specifically requests such an option in writing and documents the alternative coverage.

An Employee who forgoes coverage under a University plan will receive from the University **(\$100.00) per month** in lieu of medical insurance coverage.

With the exceptions listed below, an Employee who elects not to be covered under a University plan and subsequently desires such coverage will be required to wait for such coverage until the first (1st) day of the month following ninety (90) days after application or until the next open enrollment period, depending upon the plan's requirement. The exceptions to this waiting period are:

1. The death of a spouse or other person with whose insurance plan the Employee maintains coverage, and

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- 2. The Employee's divorce from his/her spouse or separation from his/her domestic partner and Employee maintained coverage under his/her spouse's/domestic partner's medical insurance.

Where one of the exceptions listed above (death or divorce) occurs and the Employee is able to provide sufficient documentation thereof, the Employee may make application for coverage under one of the University plans and coverage will be effective on the first (1st) day of the month following application.

E. It is agreed that the following co-pays will be in effect:

Medical Insurance
\$10.00 co-pay for office visits

Prescription Drugs
\$5.00 co-pay for generic drugs
\$10.00 co-pay for brand name drugs
Members may purchase prescription drugs with a mail order option

Note: Medical benefit changes are effective upon the completion of programming of pre-tax benefit changes. Individual Staff Association members will be given the opportunity to opt-out of pre-tax benefit deductions before implementation.

ARTICLE 40. DENTAL INSURANCE

- A. The Employer shall provide dental care coverage to all non-probationary enrolled Employees described in the contract between the Employer and Delta Dental of Michigan. Employees should enroll themselves and their dependents at the time of hire. **Staff Association will have same dental coverage as AAUP-AFT.**

The benefits offered under the dental insurance include:

- Sealants for dependent children
- Orthodontia limit for dependent children 19 and under increased to 50% of up to \$2,000 (lifetime maximum per dependent child of \$1,000)
- Routine x-rays at Class 1 level – 100%
- Class 2 level benefits increased to 90% (oral surgery, endodontic, periodontic, and restorative services)

Coverage will be effective on the first day of the month coinciding with or next following the date of employment, except when the bargaining-unit member is absent from work on what otherwise would be the effective date. In such case, it shall not become effective until the first day on which he/she is actively at work on his/her regular schedule.

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- B. The Employer shall consult and agree with the Union prior to canceling or changing dental coverage carriers.

ARTICLE 42. LIFE INSURANCE

- A. **Group term non-contributory life insurance will be \$25,000 for all full-time Employees covered by this Agreement. Additional amounts of supplemental life insurance may be purchased at subsidized and graduated rates by election of one of the following options:**

- | | |
|------------------|---|
| Option #1 | Non-contributory insurance plus supplemental insurance equal to one times annual salary to maximum of \$500,000 of total coverage. |
| Option #2 | Non-contributory insurance plus supplemental insurance equal to two times annual salary to maximum of \$500,000 of total coverage. |
| Option #3 | Non-contributory insurance plus supplemental insurance equal to three times annual salary to maximum of \$500,000 of total coverage. |

The life insurance policy shall contain accidental death and dismemberment benefits.

- B. Employees shall have the privilege of conversion of remaining amount of their group life insurance to any standard policy issued by the insurance company without physical examination.

ARTICLE 47. SALARIES

- A. Salaries for Employees in the classifications covered by this Agreement shall be in accordance with Appendices A and B. The salary range for each classification covered by this Agreement shall be in accordance with Appendix C.

- B. Salary Increases:

<u>1st Year:</u>	<u>2003-04 -- Effective 8/1/03</u>	<u>2nd Year:</u>	<u>2004-05 -- Effective 8/1/04</u>
2.0%	Across-the-Board	1.0%	Across-the-Board
1.0%	Bonus, not to base	1.0%	Bonus, not to base

For both years, those above maximum shall receive the ATB as a bonus. Also, for both years, steps shall be funded for eligible employees below job rate and based on classification seniority.

Secretarial/Clerical/Technical Salary Schedules
Effective August 1, 2003

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<u>Salary Range</u>	<u>Minimum</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>Job Rate</u>	<u>Maximum</u>
1	\$18,674	\$19,919	\$21,164	\$22,409	\$28,012
2	\$20,071	\$21,409	\$22,747	\$24,085	\$30,107
3	\$21,768	\$23,219	\$24,670	\$26,122	\$32,652
4	\$23,758	\$25,342	\$26,926	\$28,510	\$35,638
5	\$23,788	\$25,374	\$26,960	\$28,546	\$35,682
6	\$25,267	\$26,952	\$28,637	\$30,321	\$37,901
7	\$26,121	\$27,862	\$29,603	\$31,345	\$39,181
8	\$26,850	\$28,640	\$30,430	\$32,220	\$40,276
9	\$28,727	\$30,642	\$32,557	\$34,473	\$43,091
10	\$28,921	\$30,849	\$32,777	\$34,705	\$43,381
11	\$30,955	\$33,019	\$35,083	\$37,146	\$46,433
12	\$32,163	\$34,307	\$36,451	\$38,596	\$48,245
13	\$34,336	\$36,625	\$38,914	\$41,203	\$51,504
14	\$36,061	\$38,465	\$40,869	\$43,273	\$54,091

----- Effective August 1, 2004 -----

<u>Salary Range</u>	<u>Minimum</u>	<u>1st Step</u>	<u>2nd Step</u>	<u>Job Rate</u>	<u>Maximum</u>
1	\$18,861	\$20,118	\$21,375	\$22,633	\$28,291
2	\$20,272	\$21,623	\$22,974	\$24,326	\$30,408
3	\$21,986	\$23,452	\$24,918	\$26,383	\$32,978
4	\$23,996	\$25,596	\$27,196	\$28,795	\$35,994
5	\$24,026	\$25,628	\$27,230	\$28,831	\$36,038
6	\$25,520	\$27,221	\$28,922	\$30,624	\$38,280
7	\$26,382	\$28,141	\$29,900	\$31,659	\$39,574
8	\$27,119	\$28,927	\$30,735	\$32,543	\$40,679
9	\$29,014	\$30,948	\$32,882	\$34,817	\$43,522
10	\$29,210	\$31,157	\$33,104	\$35,052	\$43,816
11	\$31,265	\$33,349	\$35,433	\$37,518	\$46,897
12	\$32,485	\$34,651	\$36,817	\$38,982	\$48,727
13	\$34,679	\$36,991	\$39,303	\$41,615	\$52,019
14	\$36,422	\$38,850	\$41,278	43,706	\$54,632

ARTICLE 54. CHANGE AND TERMINATION

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This Agreement shall remain in full force and effect until July 31, 2005, and, thereafter, shall be renewed from year to year unless any party hereto shall notify the other party, in writing, at least sixty (60) days prior to the termination date of this Agreement of its desire to change in any way, or terminate this Agreement. Such written notice shall be sent by registered or certified mail to the other party.

Accepted for the Board of Governors
of Wayne State University

Accepted for the Wayne State University
Staff Association, Local 2071, U.A.W.

John L. Davis, Vice President for Finance and Treasurer

Judy McClusty, President, UAW Local 2071

Louis Lessem, Vice President and General Counsel

Joe Pardlowe, First Vice President

Alvin L. Rainey, Jr., Director, Labor Relations (Interim)

Lorraine Demchak, Chief Steward East Zone

Bonita White, Chief Steward North Zone

Judith Christensen, Chief Steward Middle
Zone

Accepted for the International Union United Automobile, Aerospace and Agricultural Implement Workers of
America, U.A.W.

Nancy Falcone Sullivan
International Representative

Kenneth Terry
Regional 1 Director

DATE: _____