

The following is a list of the 34 items that are included in the upcoming 312 Arbitration that was recently FILED BY THE EMPLOYER!!

Every Wayne County Deputy needs to be aware of what issues are at risk, when entering arbitration.

Macomb County Petition for Act 312 Arbitration Attachment

1. Duration
2. Wages 5% decrease
3. Health insurance (actives) – coverage
4. Health insurance (actives) – drug coverage and co-pays
5. Health insurance (actives) – for two County employees who are married one insurance plan for both employees and dependents
6. Health insurance (actives) opt-out payment – eliminate if spouse has County healthcare coverage
7. Health insurance (actives) – eliminate BC/BS Traditional coverage
8. Health insurance (actives) – employee contribution
9. Retiree health insurance- coverage
10. Retiree health insurance – eligibility
11. Retiree health insurance – future coverage the same as active employees, including future negotiated changes
12. Retiree health insurance – drug coverage and co-pays
13. Retiree health insurance - spouse's coverage
14. HMO health insurance (actives) – coverage
15. HMO health insurance (actives) – drug coverage and co-pays
16. HMO health insurance (actives) – for two County employees who are married one insurance plan for both employees and dependents
17. HMO health insurance (actives) opt-out payment – eliminate if spouse has County healthcare coverage
18. Retiree HMO health insurance – future retirees' coverage is the same as active employees, including future negotiated changes
19. Retirement – overtime to be excluded from FAC
20. Retirement (Deputy) – New hires- revised multiplier
21. Retirement (Deputy) – Pension maximum – not to exceed 100% of the employee's base salary at the time of retirement
22. Retirement (Deputy) – New hires- revised employee pension contribution
23. Retirement (Deputy) – New hires- revised years in FAC
24. Retirement (Deputy) – New hires – revised retirement eligibility
25. Retirement (Dispatcher) – New hires- revised multiplier
26. Retirement (Dispatcher) – Pension maximum – not to exceed 100% of the employee's base salary at the time of retirement
27. Retirement (Dispatcher) – New hires- revised employee pension contribution
28. Retirement (Dispatcher) – New hires- revised years in FAC
29. Retirement (Dispatcher) – New hires – revised retirement eligibility
30. Longevity – eliminate for new hires after January 1, 2008
31. Longevity (actives) – cancellation of two years longevity payments
32. Overtime pay and procedure – eliminate the option of compensatory time
33. Annual Leave – change references to military leave
34. Tentative agreements to be added to be made part of award and added to contract