

Services Provided by MGEC

Bargaining

- Kept 2010 & 2011 Health Insurance Premiums at 0
- Fought for an employer contribution of \$250 to an employee Health Reimbursement Account (1/1/2009) and \$125 HRA (1/1/2011) when other unions were against this proposal
- Conducted with state a compensation study that takes into account private sector wages to provide a foundation for lobbying and future years work for pay equity in bargaining
- Explored and proposed creative options (i.e. thinking outside the box) for members terms and conditions of employment
- Refused to accept employer's wage freeze or take back proposals in prior years; rather continued current contract language providing for step increases
- Bargained terms and conditions of employment – often making small gains before others
 - first to remove midpoint to annual progression steps
 - providing for greater employee work time management/flexibility
 - first to incrementally moving up the employer match to deferred compensation
 - first to gain the ability to convert compensatory time to deferred compensation
 - gaining permission to communicate with members electronically using state employee e-mail address
 - increasing severance payout
 - Providing members with reimbursement for professional membership activities

Lobbying

- Worked with other national and state organizations on engineering and transportation issues as well as health care, retirement, and supporting jobs for Americans
- Lobbied President Obama to support fields of science and engineering
- Lobbied national senators and representatives to require greater accountability of federal funds to maximize value for every dollar with cost benefit analysis
- Lobbied Governor Pawlenty to maximize value received for contract dollars by use of cost benefit analysis, costing for wage freeze of consultants while he's freezing state employee wages and suggesting other alternatives to do more with less

Providing Member Representation

- Stood by and provided guidance to members in investigations
- Worked with employees and the employer to lessen or remove unnecessary discipline
- Represented employees through the grievance process through arbitration
- Provide guidance and answer member questions daily
- Provide members with frequent news updates pertaining to their state employment via the web site
- Assist members with employment concerns outside from issues covered by the MGEC contract (i.e. unemployment, recommendations, licensure, counseling)
- Provide members directly with job postings that may be of interest to them
- Worked to ensure seniority records are accurate

Communication

- Participated in Statewide Media Campaign seeking that the state deficit not be balanced on the back of state employees
- Developed media piece explaining who MGEC members are and providing examples of the valuable work they do
- Promoted to the media questions asking why state contract out work for more than the cost of having state employee's do the work
- Provide members with regular reminders of cost savings tips pertaining to their insurance and medical needs

Organizationally

- Kept members dues at the low level of state employee - just \$12.00 (2012) a pay period compared to \$25 per pay period or more for other Bargaining Units
- Provided study class for at no cost for members preparing for the PE licensure exam (costs thousands elsewhere)
- Provided study materials for other professional licensure
- Social Opportunities – annual MGEC golf tournament and provided prizes for regional events
- Host worksite membership meetings as requested
- Wisely invested members funds for use as needed and routinely kept costs below annual budget expectations