



MAGE

Michigan Association of Governmental Employees
OPEIU Local 2002

THE QUARTERLY REPORT

January 2025

Message from the President

Happy New Year members! Over the past quarter the MAGE team has been entrenched in the Coordinated Compensation Process. Peter Neu, our Legal Counsel took the lead on negotiations and has spent the better part of the past year working diligently to advocate for the improvement of NERE wages. As a result of this year's negotiations, the following has been approved for all NEREs, a 3% base wage increase, an increase in longevity payments which will double your longevity payments received, and funding of the Professional development fund in the amount of \$225,000.

There were also multiple special wage increases for specific positions. Corrections shift supervisors will see an increase in the amount of \$1.30/hr. motor carrier sergeants 13, motor carrier specialist sergeant 13, and state properties security supervisor 10 will see a 10% increase, state police lieutenant 14, detective lieutenant 14, laboratory manager 14 will see an increase of 15%. The following will see a 20% increase, architect manager licensed 13-15, civil technician supervisor 12-13, clinical social work manager 13-15, clinical social worker, mental health services manager 13, dentist manager 17, engineer manager 12-15, environmental manager 13-15, hazardous materials storage inspector supervisor 12, historian manager 12-15, industrial hygienist manager 13-15, land surveyor manager 13-15, land surveyor manager 13, occupational safety advisor 9-12, public utilities engineering specialist 15, and vocational rehabilitation manager 13-15.

While we are happy to see these special increases approved, we acknowledge that many of our NEREs are still experiencing wage compression. We will continue advocating for NEREs to be compensated fairly.

In other positive news, MAGE Lobbyists have indicated that while the process has been slow, we are seeing some movement on the defined benefit front. See more in the legislative update.

In October, our District 6 Director, John Roy Castillo was highlighted by our international union, OPEIU for Hispanic Heritage Month! We were excited to recognize John Roy for his dedicated work for the community around him.

Have a happy and healthy start to your new year.

Labor Representatives in Action

Legal Counsel Peter Neu wrapped up a busy year of negotiations for the Coordinated Compensation process. Labor Relations Director John DeTizio made several stops at correctional facilities across the state to share a brief compensation update from the president.

Labor Relations Tip!

Looking to improve your education in your field of work? Don't forget that you have access to the professional Development fund. This fund was established to provide NERE's an opportunity to receive partial reimbursement for employment related education or training that is not available through state training opportunities. Information for the professional development fund can be found Office of State Employer intranet.

Benefit Spotlight

Don't forget! MAGE members have access to numerous benefits! This quarter we want to highlight the OPEIU Howard Coughlin Memorial Scholarship!

- Every January the application period for the Howard Coughlin Memorial scholarship opens.
- MAGE members in good standing, their spouses, children, step children or adopted children, are eligible to apply.
- Full time scholarships awards hold a maximum value of \$6,500.00.
- Part-time scholarships hold a maximum value of \$2,650.00.
- Watch the MAGE website and your emails for the 2025 applications.

LEGISLATIVE UPDATE

HIGHLIGHTS

(Provided by MAGE Lobbyist Todd Tennis)

The 2023-4 Legislative Session has for all practical purposes come to a close. The session wrapped up with a meltdown in the Michigan House and a record-setting marathon session in the Michigan Senate. Before closing the books on the two-year session, the Michigan Legislature sent several pieces of legislation to the Governor that will have a major impact on state employees. These include changes to the unemployment system, PA 152 (the so-called "80/20" law), and an opportunity for some state workers to opt into the State Police Retirement System.

For the past two years, efforts spearheaded by the Michigan Corrections Organization (MCO) and their parent union the Service Employees International Union (SEIU) have centered on improving retirement options for law-enforcement related personnel in state government. MAGE, in addition to other unions like AFSCME and advocacy organizations like the Coalition for Secure Retirement – MI have added their voices to the choir. Staffing shortages have hit critical levels throughout state government, and studies of Michigan and other states indicate that a lack of retirement security has led to an epidemic of state employees leaving their jobs early to pursue opportunities in local government or the private sector.

While there has been support among Democratic lawmakers to improve retirement options for all state workers, there has as of yet only been bi-partisan support for certain classifications. Specifically, law-enforcement related classifications have received support of both Democrats and Republicans when discussing providing improved retirement benefits. To that end, a package of bills were introduced in both the House and Senate that would allow certain law-enforcement related positions in state government to utilize the hybrid pension plan currently offered to Michigan State Troopers.

House Bills 4665, 4666 and 4667, sponsored by Representatives Will Snyder (D-Muskegon), Amos O'Neal (D-Saginaw) and Jenn Hill (D-Marquette); and Senate Bills 165, 166 and 167, sponsored by Senators John Cherry (D-Flint), Kristen McDonald-Rivet (D-Bay City) and Sue Shink (D-Northfield Twp.) were both able to move in the Lame Duck session. The bills will allow certain state workers to opt into the Michigan State Police Retirement System. Specifically, the affected classifications are:

Conservation officer, State Police Motor Carrier officer, State Police Property Securities officer, Corrections officer, Resident unit officer, Corrections medical aide. Corrections shift supervisor, Corrections security inspector, Corrections security representative. Deputy prison warden, Departmental administrator-prison warden, Corrections resident representative. Corrections transportation officer, Special alternative incarcerations officer, Certain forensics security positions with the Center for Forensic Psychiatry, (These positions would be a forensics security aide IIB or IIIB; a forensics security supervisor IVB, VB, or VIB; or a forensics supervisor VII.)

State workers who are currently in the SERS Defined Benefit Plan would not be eligible to make the switch (however only those active employees hired in prior to March, 1997 are in this plan which is a rapidly shrinking number). State employees who had opted out of SERS and instead took the Defined Contribution option would also be ineligible to switch to the MSP plan.

Visit the MAGE website for the full legislative report.

Announcements:

- Would you like a MAGE informational meeting to be held at your office? If you would like to set up a lunch meeting for members and potential members to speak with MAGE Labor Representatives, call the MAGE Office today! 1-800-477-6243.