



# State Bargaining Team WINS IN TENTATIVE AGREEMENT!



This year, State Workers set out to negotiate a new collective bargaining agreement. Throughout the process, members have given their feedback through bargaining surveys, taken action through petitions, attended unity breaks and rallies, and connected through social media to get results on the issues that mattered most to them. The key issues that members cared about most were telework, raises, and hazard pay. **We're thrilled to share that as of July 16th, the contract was settled with big victories for State workers!**

Throughout a global pandemic and wildfires that ravaged our state, State Workers upended their lives and sacrificed their personal safety to keep Oregon safe and running. They have proven how essential they are again and again, and this year, we brought that fight to the bargaining table. When management pushed back on issues that were important to State Workers, our members doubled down and demanded to be shown the respect that they deserve. Finally, their hard work has paid off, and we won a 5.6% cost of living adjustment, hazard pay, steps in both years of the contract, increased access to telework, improvements to essential employee compensation, and hazardous/inclement conditions! **The victories we made in raises this year, make the last two contract years some of the most successful in State Worker history!**

## NEW Union-Won Contract Highlights

### Across-the-board Raises

State employees will see up to a 5.6% raise in the new contract. All State Workers will receive a 2.5% cost of living adjustment (COLA) effective December 1, 2021, and a 3.1% cost of living increase effective December 1, 2022.

### Steps

Steps both years of the contract!\*

### Remote Work & Alternate Schedules

State workers have proven they can do their jobs well and efficiently under the most trying of circumstances. The new contract encourages working remotely where it is a viable option that benefits employee and agency; Cannot be arbitrarily denied or rescinded; Employees will have access to inclement weather leave language if a utility outage prohibits working remotely; Agency will provide necessary technology equipment and office supplies to employee working remotely. Employees will also be able to request any alternate schedule that works for them, and if certain criteria is met, the schedule will be approved.

### Insurance

No increases to health insurance premium shares, and our union made sure no additional health care costs were pushed to members through plan design, while also expanding access and affordability to fertility coverage and making advances in health equity.

### COVID Hazard Pay

One-time payment for workers with at least 480 hours (12 weeks) that meet the following conditions: 1) had regular close contact with others outside of their household (less than six feet); and 2) had routine (more than 15 minutes per person(s)) close contact with others outside of their household; and 3) could not perform their job duties from home or another setting that limits the close or routine contact with others outside of their household.

Workers who meet the above criteria with 480 – 1039 hours will receive \$1050

Workers who meet the above criteria with 1040+ hours will receive \$1550

Workers who qualify for one of the payments above and also had 200 or more overtime hours during the same time period (March 2020 - June 2021) will receive an additional \$575.

Management's initial proposal included no recognition of the risks essential workers took during the pandemic.

### Holidays

Adds Juneteenth as a holiday, and expands use of "Special Day" to the entire calendar year; employees required to be on-call on a holiday will receive on-call pay at the holiday rate of pay.

### Essential Worker Differential

\$1/hr for employees required to work in person when situations exist that would otherwise allow employees to utilize inclement weather/hazardous conditions leave\*\*

### Inclement Weather/ Hazardous Conditions/Wildfire Protections

Improvements to essential employee and hazardous/inclement conditions leave; Adds protections for unsafe air quality; Protections for workers who lose access to their home due to natural disaster, and more!

## Union power makes a difference! Management's initial proposal included:

- Two year contract with a 2% raise in 2021, and a 1.85% raise in 2022.
- No COVID Hazard Pay
- No Essential Worker Differential

\*Employees who "topped out" will receive the COLA increase, but they will not receive steps; Employees who become "topped out" during the first year of the contract will not receive a step in the second year of the contract. \*\*This differential will not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their work site.