

2023 STATE BARGAINING

WHERE WE STAND ON THE ISSUES THAT MATTER TO STATE WORKERS

AS OF JUNE 15, 2023

| | UNION PROPOSALS | MANAGEMENT PROPOSALS |
|-----------------------------|--|---|
| Economic Justice | <ul style="list-style-type: none">• 11% COLA on July 1, 2023• 9% COLA on July 1, 2024• No state worker is paid less than \$22/hr by the end of our contract• State pays entire health insurance premium | <ul style="list-style-type: none">• 5.1% COLA on September 1, 2023• 5.1% COLA on September 1, 2024• No state worker is paid less than \$20.50/hr by the end of our contract• Status quo on health insurance premiums |
| Equitable & Safe Workplaces | <ul style="list-style-type: none">• A \$1/hour differential for all in-person work• Non-discrimination enforceable through our grievance procedure• Joint Labor/Management committee that can review hiring, promotion, and discipline data for patterns of bias | <ul style="list-style-type: none">• <u>No</u> to an in-person work differential• Non-discrimination <u>should not</u> be enforceable through our grievance procedure• Partial agreement on a Joint Labor/Management committee that can review hiring, promotion, and discipline data for patterns of bias |
| Sustainable Workloads | <ul style="list-style-type: none">• Differentials and protections against unfair discipline for workers forced to take extremely high workloads• More transparent and equitable rules on remote work approval or denial | <ul style="list-style-type: none">• <u>No</u> to differentials and protections against unfair discipline for workers forced to take extremely high workloads• Partial agreement to more transparent and equitable rules on remote work approval or denial |
| A Strong Union | <ul style="list-style-type: none">• Improved access to our union organizers while we're at work• Stronger guarantees that new hires get timely orientation to our union | <ul style="list-style-type: none">• Improved access to our union organizers while we're at work• Stronger guarantees that new hires get timely orientation to our union |

Join in our fight for a contract that delivers wages that meet inflation, sustainable workloads, safe and equitable workplaces, a strong union, and much more!

SEIU503.ORG/STATE
6.15.23

