

# 2023 STATE BARGAINING

WHERE WE STAND ON THE ISSUES THAT MATTER TO STATE WORKERS

UPDATED JUNE 23, 2023

	UNION POSITION	MANAGEMENT POSITION
Economic Justice	<ul style="list-style-type: none"><li>• 9.5% COLA on July 1, 2023</li><li>• 7.5% COLA on July 1, 2024</li><li>• No state worker is paid less than \$21.73/hr by the end of our contract</li><li>• Remove bottom two steps from all salary ranges 21 and below - raising wages for thousands of the lowest-paid state workers</li><li>• No change to our health insurance premium for the life of our contract</li></ul>	<ul style="list-style-type: none"><li>• 5.1% COLA on September 1, 2023</li><li>• 5.1% COLA on September 1, 2024</li><li>• No state worker is paid less than \$20.50/hr by the end of our contract</li><li>• Remove bottom two steps from all salary ranges 21 and below - raising wages for thousands of the lowest-paid state workers</li><li>• Status quo on health insurance premiums</li></ul>
Equitable & Safe Workplaces	<ul style="list-style-type: none"><li>• A \$1/hour differential for all in-person work</li><li>• Non-discrimination enforceable through our grievance procedure</li><li>• Joint Labor/Management committee that can review hiring, promotion, and discipline data for patterns of bias</li></ul>	<ul style="list-style-type: none"><li>• <u>No</u> to an in-person work differential</li><li>• Non-discrimination <u>should not</u> be enforceable through our grievance procedure</li><li>• Partial agreement on a Joint Labor/Management committee that can review hiring, promotion, and discipline data for patterns of bias</li></ul>
Sustainable Workloads	<ul style="list-style-type: none"><li>• Differentials and protections against unfair discipline for workers forced to take extremely high workloads</li><li>• More transparent and equitable rules on remote work approval or denial</li></ul>	<ul style="list-style-type: none"><li>• <u>No</u> to differentials and protections against unfair discipline for workers forced to take extremely high workloads</li><li>• Partial agreement to more transparent and equitable rules on remote work approval or denial</li></ul>
A Strong Union	<ul style="list-style-type: none"><li>• Improved access to our union organizers while we're at work</li><li>• Stronger guarantees that new hires get timely orientation to our union</li></ul>	<ul style="list-style-type: none"><li>• Improved access to our union organizers while we're at work</li><li>• Stronger guarantees that new hires get timely orientation to our union</li></ul>

