	Union position	Management position
Cost-of-Living Adjustments	• Our demand: parity with state workers • Current COLA offer: 9.5% retroactive to 10/1/23, 6% 7/1/24, 3%-7%% 7/1/25, depending on inflation rate at in 2025 • $2,000 one-time payment	• NO parity with state workers • Current COLA offer: 5.25% effective after ratification, 3.5% 1/1/25, 1.5% 1/1/26
Personal Leave	• Keep personal days as they are currently	• Take away one personal day
Contracting Out	• Keep current contracting out language as-is	• Eliminate rules in our contract that help our union fight the outsourcing of our jobs
Vacation	• Increase amount of vacation cash-out to 90 hours / year • Change date of vacation cashout to be paid in November	• Current contract language
Maintaining Our Union Strength	• Ensure all workers receive timely orientation to the university and to our union • Allow workers better access to our union organizers at our workplaces • Eliminate restriction on where we can have union signs/logos/etc	• No guarantees that newer employees receive timely orientations • Keep restrictions on where we can have union signs/logos/etc
Holidays	• Adding Veteran's Day for all campuses • Adding additional 8 hours of floating holiday • Removing requirement for employees to be in ½ day paid status in order to receive holiday pay	• Allow for use of Special Day at any time of year
Reclassification	• Keep current language as-is	• Workers cannot file grievances if management violates

		this section of the contract
Differentials	• Decreasing height requirement for High Work Differential to match with OSHA guidelines • Increasing shift differential • Lead differential for all employees SR20 and below who work with students for seven (7) calendar days or more • Keep current Work out of Class language as-is • Improve SANE differential for certified staff, and add differential for workers who assist with the procedure	• No improvement to High Work Differential • No improvement to shift differential • Expanding shift differential language for Vet Techs to allow for current practice • Make it more difficult to receive a Work out of Classification Differential; workers cannot file grievances if management violates contract rules • Improve SANE differential for certified staff, and add differential for workers who assist with the procedure
Overtime [TENTATIVE AGREEMENT]	• Keep current language as-is	• Keep current language as-is
Leaves of Absence Without Pay [TENTATIVE AGREEMENT]	• Employees who are no-call/no-show for 4 days are considered to have resigned from employment	• Employees who are no-call/no-show for 4 days are considered to have resigned from employment
Sick Leave [TENTATIVE AGREEMENT]	• Workers can use sick leave to care for "any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship" • Definition of sick leave expanded to include that it can be used for mental illness	• Workers can use sick leave to care for "any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship" • Definition of sick leave expanded to include that it can be used for mental illness
Safety and Health [TENTATIVE AGREEMENT]	• Maintain current contract language	• Maintain current contract language