

**DEC 7**  
**2016**

**UNION UPDATE**



# We Reached Tentative Agreement

## On a Contract We Can All Be Proud Of

After nearly eight months of negotiations, we reached a tentative agreement with the state December 3rd on a contract we can all be proud of.

Below is a basic overview of what we won on compensation. This overview does not include any information on the non-economic improvements that were agreed upon, or how we plan on addressing some of the concerns we raised about the state's conduct during bargaining. As we work to finalize and compile all of the tentative agreement, we will send you additional details.

Our tentative agreement achieves many of the goals we identified as priorities in four areas: improvements in compensation, professional

development, working conditions, and health and safety. At the same time, we protected the hard-earned rights we won during previous negotiations and demonstrated our willingness to defend those rights into the future through collective action.

"This is a victory we achieved by thousands of members standing together across the state, taking action in our worksites, and having an unrelenting willingness to strike if it became necessary to hold the state accountable to its bargaining obligations. Together we showed the state the power of our commitment to each other, to our families and to our communities."

— Yvonne R. Walker, President

What the State Offered	What We Won
<b>No Bonus</b>	<b>\$2,500 Bonus</b>
Duration — 7/1/2016 to 7/1/2019	Duration — 7/1/2016 to 1/1/2020
Only 22 Special Salary Adjustments	Over 30 Special Salary Adjustments
2.96% GSI — Effective 7/1/2016	4% GSI — Effective 7/1/2017
2.96% GSI — Effective 7/1/2017	4% GSI — Effective 7/1/2018
2.96% GSI — Effective 7/1/2018	3.5% GSI — Effective 7/1/2019
<b>8.88% Total</b>	<b>11.5% Total</b>
1.2% OPEB — Effective 7/1/2017	None
1.1% OPEB — Effective 7/1/2018	1.2% OPEB — Effective 7/1/2018
1.2% OPEB — Effective 7/1/2019	1.1% OPEB — Effective 7/1/2019
<b>3.5% Total</b>	<b>2.3% Total*</b>
<b>5.38% Net Increase</b>	<b>9.2% Net Increase + \$2,500 Bonus</b>

\*The final OPEB contribution of 1.2% is deferred until 7/1/2020

OPEB = Other Post Employment Benefits

GSI = General Salary Increase



# What Members Are Saying About Our Tentative Agreement

Comments from Facebook

“Yeah! Our Union! Our Contract!  
We won!”

- Connie Holman, Local 1000 member

“Kudos to the bargaining teams and all the  
members who were willing to put themselves  
on the line for a better tomorrow.”

- Cyndi Rhodes-Stewart, Local 1000 member

“This is for sure a better deal.”

- Jake Buffenbarger, Local 1000 member

“Wouldn't you want a bonus all at once?”

- Chris Benson, Local 1000 member

## Resource Center

Monday-Friday  
7 a.m. to 7 p.m.  
866.471.SEIU (7348)

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

### Facebook

[facebook.com/seiu1000](https://facebook.com/seiu1000)

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## IT reclass efforts move forward

Our Union's ongoing effort to update the job specs and classifications of the thousands of information technology (IT) workers we represent moved forward during the recently completed contract bargaining.

On Nov. 17, the state presented our IT Reclass Team with a draft of their recommended classification specifications. Their proposal consolidates a majority of the current IT classifications down to only five. Reclass negotiations will continue as a part of the state's Civil Service Improvement project.

In the coming weeks, our Union will gather input from the members affected by this proposed change. Our goal is to ensure the draft classifications meet our core values and reflect the work our members do, while leaving no employees behind in the draft transition.

“We're committed to bringing horribly out-of-date job descriptions into the modern era,” said Margarita Maldonado, Local 1000 Vice President for Bargaining. “It is our goal that the classifications will provide career opportunities and salaries that reflect the work we do.”