

# PROPOSAL COMPARISON

The City and Union have made comprehensive counter proposals. We have made improvements, but are still far apart. You have the power to make a difference in our contract by coming out to our next practice picket and sharing your Ready to Strike picture and quote.

See both proposals in their entirety on our website at [www.afscme189.com](http://www.afscme189.com) under “Bargaining News”

## City’s Proposal

### Economics

- Longevity \*Agree\*** - 2% after 10 consecutive years
- Pay Parity for Same Classification** Resolves some pay issues but with no backpay
- Wage Increases** COLA and up to a 1% increase for classifications that did not receive an increase through Pay Parity and 1% in addition to COLA for everyone in the last year
- In-Person Reporting Incentive** Two (2) extra personal days for employees who work 100% in-person
- Shift Differential** Second/Swing \$2.00  
Third/Graveyard \$3.25/\$3.25

### Non-Economic

- Article 6** Removes an extra step before the Union can file a grievance
- Article 9** Takes away some employees overtime rights - a major sticking point to reaching an agreement
- Article 14** Mostly the same with a grammatical edit. Improves rights for employees who experience layoff and return, establishes a workgroup to discuss BSA classifications but maintains our bumping rights
- Articles 17** Proposing mostly current language
- Article 39 \*Agree\*** new contract would expire December 31, 2027
- Protection of Bargaining Unit Work** Weaker protections than we need to feel comfortable
- Telework Only offers two weeks notice if management decides to end remote work**

## ★ ★ Union Proposal ★ ★

### Economics

- Longevity \*Agree\*** - 2% after 10 consecutive years
- Pay Parity for Same Classification** Up to two years backpay for employees who are adjusted
- Wage Increases** - COLA and an additional 2% in the last year, and increases for classifications the Union has identified as needing additional increases - See Attachment B and D online
- In-Person Reporting Incentive** - Five (5) extra personal days for employees who work 100% in-person, two (2) for hybrid employees
- Jailside Premium** - 10% if you work in the Jail
- Living Wage Minimum Wage** No position would make less that \$27.04 and go up with the MIT Living Wage calculator
- Shift Differential** Second/Swing \$3.50  
Third/Graveyard \$5.00/\$5.00

### Non-Economic

- Article 6** Removes an extra step before the Union can file a grievance and stronger protection
- Article 9 Maintains overtime, extends for ALL classifications and removes harmful “remedy” language**
- Article 14** Mostly the same with a grammatical edit. Improves rights for employees who experience layoff and return, establishes a workgroup to discuss BSA classifications but maintains our bumping rights
- Articles 17** Maintain our right to bargain benefits
- Article 39 \*Agree\*** new contract would expire December 31, 2027
- Protection of Bargaining Unit Work** Stronger language protecting our rights during emergencies
- Telework Only Stronger protection and six weeks notice if told to return to an in-person location with more personal days based on days in-office.**