

FINAL OFFERS COMPARISON

The City and Union have made their final offers. While the Union provided an additional proposal on December 20th, the City did not respond with any changes, even refusing to back off of their proposal to take away overtime opportunities. The City's message is clear - it's their way or the highway. These are the remaining issues of disagreement. Our demands are reasonable - the choice is yours to fight for them!

See both proposals in their entirety on our website at www.afscme189.com under "Bargaining News"

City's Proposal

Economics

Pay Parity for Same Classification Resolves some pay issues but with no backpay or "me too" language

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 Uses the City's Pay Equity Policy, which is not negotiated and is not transparent to make decisions on step placement

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

Pay Parity for Same Classification Up to two years backpay for employees who are adjusted and "me too" language for increases in same classifications

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 than \$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 Clearer language on step placement when returning after layoff without recall

Protection of Bargaining Unit Work Stronger language protecting our rights during emergencies

Telework Stronger protection and six weeks notice if told to return to an in-person location with more personal days based on days in-office.