

Provision	AFSCME Last Contract	Management Proposal to AFSCME	Teamsters Agreed (5 bargaining units of approx. 4,700 employees)	12 Trades Contracts 12 Bargaining Units Approx. 600 Skilled Workers	AFSCME's Proposal
Merit Pay / Incentives	Not in the contract	Bonuses to employees and units who achieve measurable, objective, attainable goals and/or save costs	Bonuses to employees and units who achieve measurable, objective, attainable goals and/or save costs	Bonuses to employees and units who achieve measurable, objective, attainable goals and/or save costs	Rejected management's proposal
Hours of Work	37.5 hours a week with OT after 37.5	37.5 hours a week with OT after 40 (federal law)	40 hours a week with OT after 40 (federal law)	40 hours a week with OT after 40 (federal law)	Rejected management's proposal
Subcontracting and Cost-Effective Alternatives	Cumbersome procedures that impede the ability for parties to work together to finding cost-effective alternatives to outsourcing that promote efficiency and protect jobs	A new, collaborative model that allows management and union to work together to provide low-cost alternatives to outsourcing	A new, collaborative model that allows management and union to work together to provide low-cost alternatives to outsourcing	A new, collaborative model that allows management and union to work together to provide low-cost alternatives to outsourcing	Rejected management's proposal and proposed additional constraints on the management's ability to manage costs while protecting jobs
Layoff	Complex bumping rules with 6 different ways in which laid off employees can bump a colleague out of a job	Streamline the layoff procedure to reduce bumping from 6 to 2 levels	No bumping	Virtually no bumping	Rejected management's proposal
Improving the Hiring and Promotion of Minorities in State Government	Seniority rules block the State's ability to address minority underutilization in state government	Management can hire or promote a less senior but equally or more qualified minority candidate	Less restrictive rules than in the AFSCME contract	Management can promote a less senior but equally or more qualified minority candidate	Rejected management's proposal
Wages (steps)	3.8% annual step increases	Freeze steps temporarily	4-year wage freeze	Not applicable; wages set by DOL	Rejected management's proposal and AFSCME proposed \$407M in automatic annual salary increases
Wages (general)	General increases on top of steps in every year of the contract	Temporary freeze of general increases	4-year wage freeze	Not applicable; wages set by DOL	\$1000 stipend in Year 1 and General wage increases in addition to steps in the amounts of 2.25%, 3%, and 3% in years 2, 3, and 4 of the contract (if CPI exceeds 3%, next year increase equals CPI)
Insurance	Unaffordable group health plan that provides platinum+ coverage at bronze-level prices	Multiple options for employees: (1) keep plan design but premiums go up; (2) keep premium rate but plan design is modified	Not applicable; State contributes to Teamsters' Funds	Multiple options for employees: (1) keep plan design but premiums go up; (2) keep premium rate but plan design is modified; (3) opt into a union plan	Negligible changes to current plan, generating virtually no savings

