Attachment H

LEGISLATIVE SERVICES AGENCY

Serving the Iowa Legislature

ISSUE REVIEW

Fiscal Services Division

November 13, 2014

State Collective Bargaining in Iowa

ISSUE

This ***Issue Review*** examines the history of public sector collective bargaining in the State of Iowa. An emphasis is placed on the basic wage and benefit packages negotiated each year, the funding allocated each year and the estimated portion of the cost covered, and the growth in state employee wages since 1975. This ***Issue Review*** is not intended to draw any conclusions, but is aimed at providing background and historical information only.

AFFECTED AGENCIES

All State Agencies

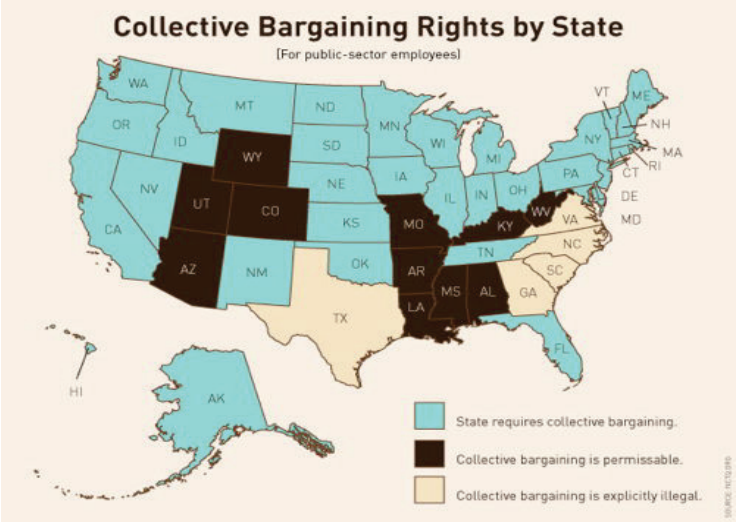
CODE AUTHORITY

Iowa Code chapter 20

BACKGROUND

Iowa is a "right-to-work" state, as are 23 other states and the Territory of Guam. In a right-to-work state, labor unions cannot require employee membership or payment of union dues to get or keep a job. Iowa's right-to-work law was enacted in 1947 Iowa Acts, chapter 296, and is now contained in Iowa Code sections 20.8 and 20.10, as well as Iowa Code chapter 731. In Iowa state government, employees in classifications covered by a collective bargaining agreement receive the same wage and benefit provisions negotiated by the labor union whether or not they join the union or pay dues. Presently, a total of 34 states mandate public sector collective bargaining. In 11 states it is permissible, while in five southern States it is explicitly prohibited. **Figure 1** illustrates the states that fall into each category. For a reference to the collective bargaining laws in all 50 states, and hyperlinks to the applicable statutes, see **Attachment A**.

Figure 1



Source: http://www.talkingpointsmemo.com/archives/2011/02/look_at_the_map.php

Public Sector Collective Bargaining in Iowa

The Iowa Public Employment Relations Act was enacted during the 1974 session of the General Assembly.[1] The Act was signed into law by Governor Robert Ray on April 23, 1974, became effective July 1, 1974, and is now Iowa Code Chapter 20. The Act did not create an obligation to bargain until July 1, 1975, and prohibited public employee bargaining until June 1, 1976. Prior to the Act, all wage increases for employees of Iowa state government were determined and enacted by the General Assembly with the approval of the Governor.

Iowa Code Chapter 20 contains the procedures that must be followed to determine bargaining units, representation elections used to select an employee organization to bargain on the employee's behalf, prohibited practices, and mandatory and permissive subjects of bargaining. The administration of the Chapter is vested in the Public Employment Relations Board (PERB).

The first collective bargaining units to organize in Iowa did so on August 18, 1976. There are currently 21 bargaining units organized under the umbrellas of seven unions representing approximately 27,600 employees statewide. Those unions and the approximate number of employees they represent are:

- American Federation of State, County, and Municipal Employees-Iowa Council 61 (AFSCME) – 18,700
- United Electrical, Radio & Machine Workers - Iowa United Professionals Local 893 (UE-IUP) – 2,500
- State Police Officers' Council (SPOC) – 620
- Public Professional and Managerial Employees (PPME) – 100
- Service Employees International Union (Tertiary Care) – 2,400
- United Electrical, Radio & Machine Workers of America Local 896 (Graduate Students) – 2,700
- UNI-United Faculty AAUP/IHEA – 600

A table showing when the various units organized is included in **Table 1**.

Table 1

07/01/1974	Public Employee Relations Act becomes law
08/16/1976	SPOC, AFSCME Blue Collar and Security units certify
10/14/1976	IUP Social Services unit certifies
12/03/1976	United Faculty unit certifies – University of Northern Iowa
10/05/1977	AFSCME Technical unit certifies
11/12/1984	AFSCME Clerical unit certifies
10/15/1985	AFSCME Community-Based Corrections unit certifies
12/31/1985	PPME and AFSCME Judicial Districts 5 and 6 certify
02/18/1986	AFSCME Judicial District 7 certifies
05/14/1992	AFSCME Patient Care unit certifies
11/24/1992	AFSCME Judicial Districts 3 and 4 certify
03/09/1993	AFSCME Judicial Districts 2 and 8 certify
01/31/1994	Local 896 Graduate Students unit certifies – University of Iowa
09/07/1994	IUP Science unit certifies
08/11/1998	SEIU – Tertiary Care unit certifies – University of Iowa Hospitals and Clinics

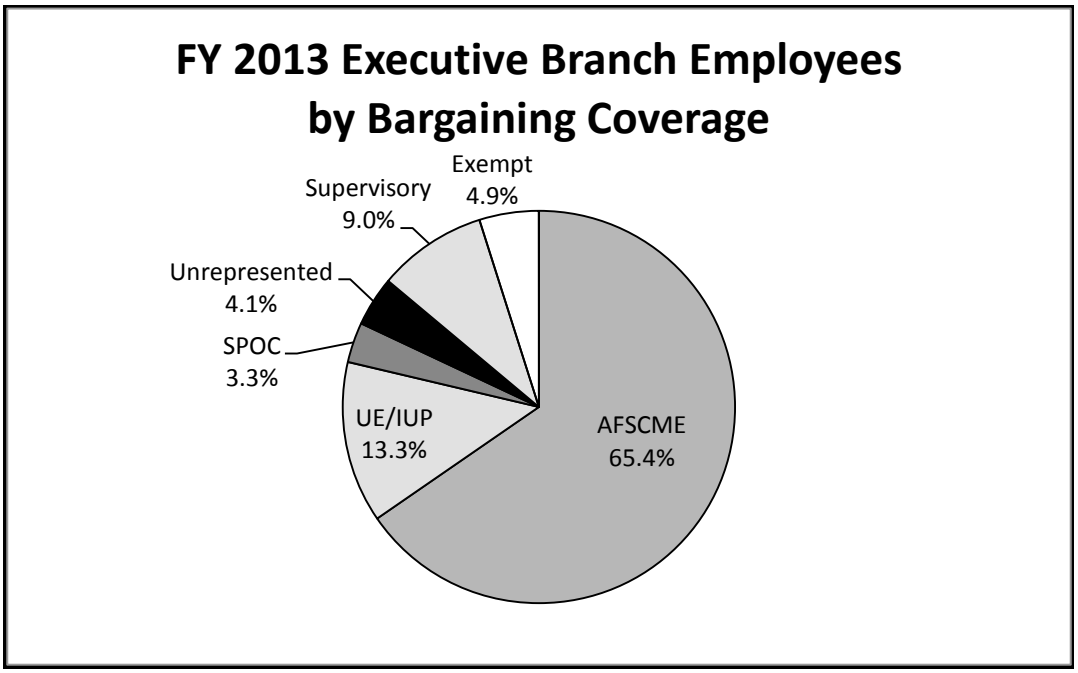
Two categories of employees are not covered by a collective bargaining agreement, those that are bargaining eligible and those that are bargaining exempt. Bargaining eligible employees are those employees permitted to organize under Chapter 20, but have not petitioned to do so. Bargaining exempt employees are prohibited from organizing under Chapter 20 and fall into the following categories:

[1] 1974 Iowa Acts, chapter 1095.

- Supervisory employees;
- Temporary employees - those employed for fewer than four months or whose employment is intermittent or seasonal;
- Confidential employees (at will) - those working in the personnel office of a public employer, or whose duties place them in a close continuing working relationship with those who negotiate on behalf of the public employer;
- Personnel of the Iowa National Guard;
- Employees of the Credit Union and Banking Divisions of the Department of Commerce;
- Elected officials - those persons holding elective office and members of boards and commissions;
- Students working fewer than 20 hours per week for a public employer.

Using data from the Department of Administrative Services (DAS) centralized payroll[2] for FY 2013, the composition of the work force included 82.0% covered by a collective bargaining agreement, 4.1% bargaining eligible, and 13.9% bargaining exempt and is reflected in **Chart 1**. The DAS data excludes employees of the Department of Transportation (DOT), the Board of Regents, the Judicial Branch, Community-Based Corrections (CBC), and the Legislative Branch.

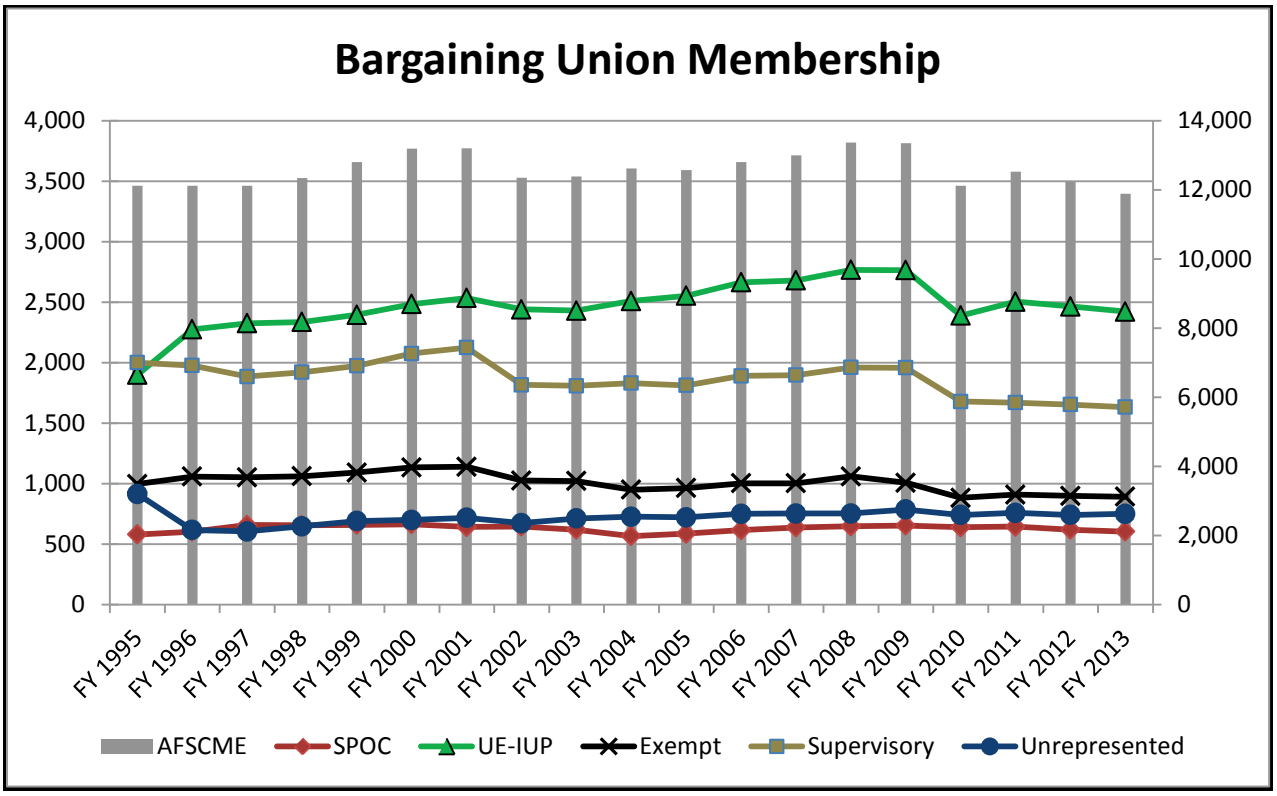
Chart 1



[2] Centralized payroll excludes the Department of Transportation (DOT), Regents, and Community-Based Corrections (CBC) employees. For the data reported regarding insurance enrollments the 600+ employees of SPOC are excluded as members of that labor agreement may not enroll in any of the insurance plans reported. Data reflecting the composition of the work force includes Executive Branch employees only, excluding the DOT, CBCs, and Regents.

A 19-year history of union coverage is reflected in **Chart 2**. In this chart, the AFSCME membership (bar chart) is plotted against the secondary axis on the right, while all other representation (line charts) is plotted against the primary axis on the left.

Chart 2



The Bargaining Process

The obligation to meet and bargain in good faith is established in Iowa Code section 20.16. The Governor determines the direction and financial parameters for Executive Branch proposals to the unions and the DAS serves as management's chief negotiator during collective bargaining negotiations, consulting the Department of Management (DOM) with regard to the cost of the various economic proposals of both management and labor.

Mandatory subjects of bargaining are required by law to be negotiated when insisted upon by either labor or management and are described in Iowa Code section 20.9. They include:

- wages
- insurance
- seniority
- dues deductions
- hours of work
- shift differentials
- transfer procedures
- staff evaluations
- leave
- overtime
- classification
- staff reductions
- holidays
- supplemental pay
- health and safety
- other mutually acceptable topics

Bargaining with regard to the benefits derived by employees from the public retirement systems is explicitly prohibited by Iowa Code section 20.9. Most other topics are considered permissive subjects of bargaining.

Labor representatives present an opening offer first, generally in late November or early December. Management (DAS) presents an opening offer no later than two weeks following the

union's opening offer. Only the exchange of initial proposals is subject to the State's open meeting requirements. All negotiations must be completed no later than March 15.[3] To avoid impasse, the union and management must agree on, amend until satisfactory to both parties, or withdraw, all proposals that have been introduced during negotiations. Once all proposals have been disposed of a tentative agreement is carried to members to vote, or ratify the contract.

If due to impasse, or at the request of either party, a mediator may be provided by the PERB to assist both parties in shaping a voluntary agreement. If negotiations reach impasse, an arbitrator is selected by the parties from a list of approved arbitrators. The arbitrator may only select impasse items from the "last, best, and final offers" of labor and management in developing an arbitration award. An arbitrator may not award an economic or language proposal not proposed during the negotiations preceding arbitration and must consider certain factors[4] in determining which proposal for each impasse item is most reasonable.

There have been more than 12 binding interest arbitration awards since the inception of collective bargaining in Iowa.[5] Wages have been at issue in all but two of those impasse proceedings. Of the 10 awards provided with regard to wages, the State's last, best and final offer was awarded by the arbitrator on six occasions. There have also been four instances where a fact finder was used during the impasse process. In all four of the instances the State chose not to accept the fact finder's proposal. **Table 2** contains a summary of arbitration awards, including the nature of the impasse items.

Table 2

Contract Term	Union	Award Date	Impasse Items	Arbitrator's Award
1977-1979	AFSCME - Social Services Unit Only	5/23/1977	Wages	State's Final Offer
1981-1983	AFSCME	2/21/1981	Wages Insurance	State's Final Offer State's Final Offer
1981-1983	SPOC	2/17/1981	Hours of Work	Union's Final Offer
1983-1985	IUP - Social Services Unit Only	2/10/1984	Wages Hours of Work Holidays	State's Final Offer State's Final Offer Union's Final Offer
1985-1987	SPOC	3/7/1985	Wages Hours of Work Insurance Clothing	State's Final Offer Union's Final Offer Union's Final Offer Union's Final Offer
1991-1993*	AFSCME	2/27/1991	Wages Transfer Rights	Union's Final Offer State's Final Offer
1991-1993*	IUP	3/5/1991	Wages	Union's Final Offer
1991-1993*	SPOC	3/12/1991	Wages Insurance	Union's Final Offer State's Final Offer
1993-1995	IUP	3/10/1993	Seniority Transfer Rights	Union's Final Offer State's Final Offer
1993-1995	SPOC	3/15/1993	Wages Insurance	State's Final Offer State's Final Offer
1997-1999	IUP	3/7/1997	Wages Insurance	Union's Final Offer State's Final Offer
1997-1999	SPOC	3/12/1997	Wages Insurance Holidays	State's Final Offer Union's Final Offer Union's Final Offer
* Several elements of the enabling language authorizing the arbitration awards were item vetoed. The Iowa Supreme Court later ruled in favor of the plaintiffs (unions).				

Pursuant to Iowa Code section 20.22 the award made by the arbitrator is binding on both parties.

[3] Iowa Code § 20.17.
[4] Iowa Code § 20.22(7).
[5] Source: Department of Administrative Services. This is an incomplete list including only those collective bargaining agreements negotiated by the DAS.

WAGES AND BENEFITS

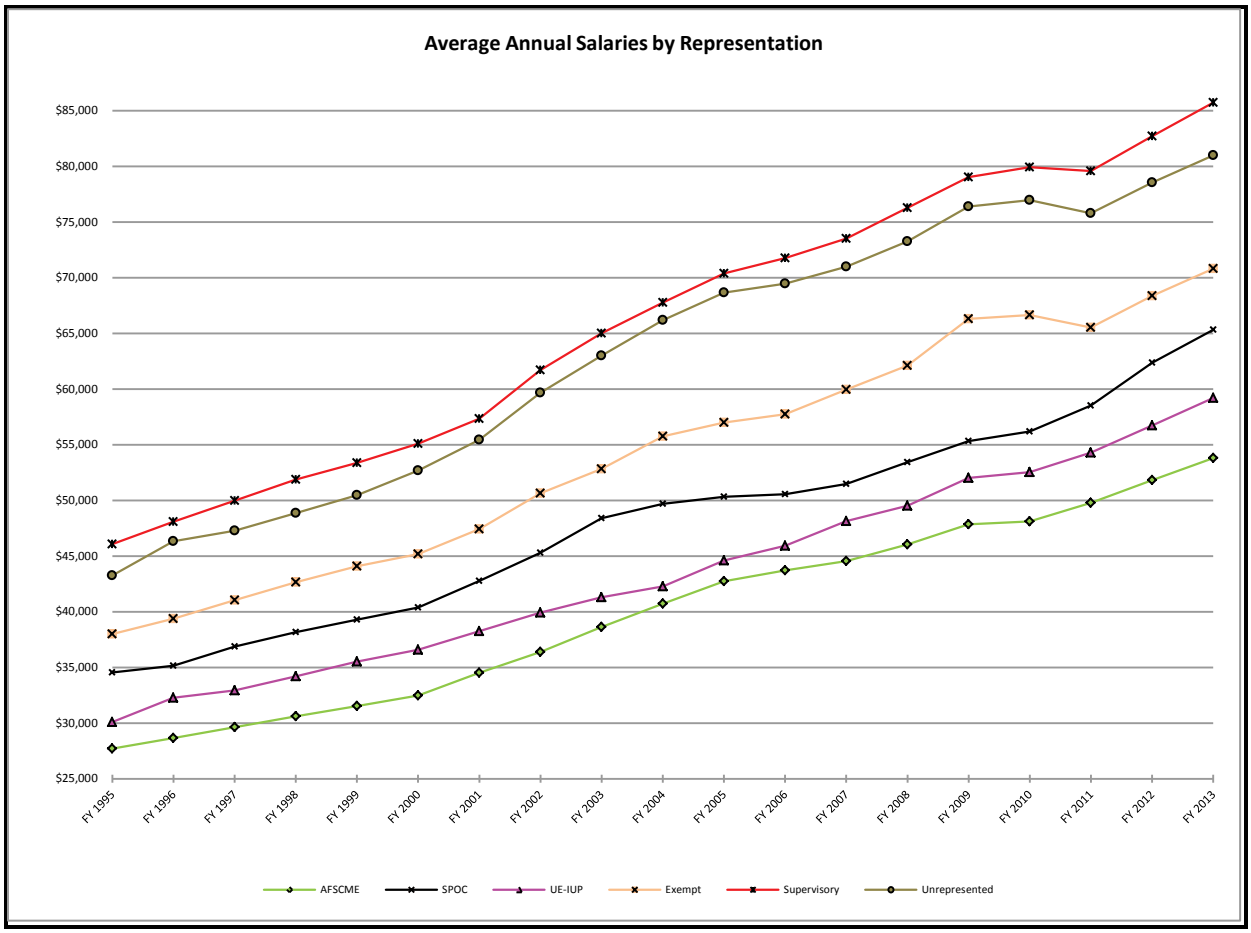
State employee wages and benefits represent the second largest portion of the State's budget behind State aid to schools. For FY 2013, wages and benefits of centralized payroll and the Board of Regents employees comprised 22.0% of State General Fund expenditures.[6] Wages and benefits comprise a significantly greater portion of the operating appropriations of State agencies, commonly exceeding 80.0% and in some instances approaching 90.0%.

Wage increases have been negotiated on a multitude of bases other than wages, including:

- percentage increases conditional on the annual income of the employee,
- the collective bargaining unit within the union representing the employee,
- lengthening of the pay grades with the inclusion of additional steps, and
- pay grade changes for specific classifications.

Wages have also been frozen by the exclusion of across-the-board (ATB) increases, or by the substitution of bonuses or other payments that are not added to the base salary in lieu of ATB increases. A history of the average annual salaries by representation group since FY 1995 follows in **Chart 3**.[7]

Chart 3



[6] Fiscal Services Division, Legislative Services Agency, ***Issue Review:*** State of Iowa Budget Projection, p. 7 (2013).

[7] **Chart 3** excludes CBC, Regents and State Fair Authority employees. Source: Department of Administration, Just the Facts, report years 2002 through 2013. Legislative employees information from actual payroll data FY 1996 through FY 2013.

The change in wages for select groups compared to CPI-U mid-west is reflected in **Chart 4**.

Chart 4

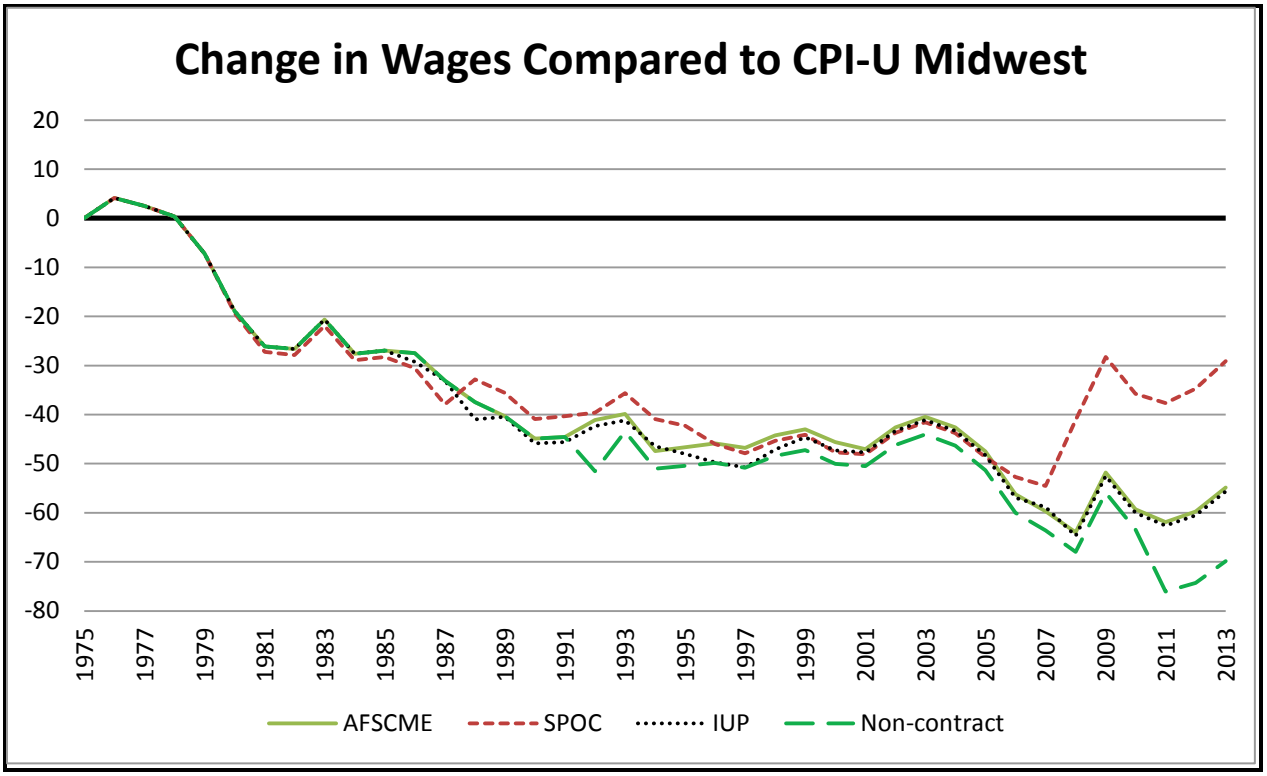


Chart 4 compares the salary for each group to CPI-U Midwest. The solid-black line at zero represents the CPI-U and all other lines reflect the deviation from CPI-U over time. Salaries for each group lagged behind CPI-U in 1979 and the gap between wages and CPI-U widened through the farm crisis, leveling off in the mid-1990s. The gap widened further between 2003 and 2011, when the State experienced budget difficulties, and rebounded slightly during 2012 and 2013.

Other Pay

In addition to base wages that accounted for approximately 67.9% of total payroll expenses in FY 2013, several other wages are paid to State employees. These other types of pay are not considered a base wage, but are contingent on the employee meeting one or more conditions to be eligible for the additional pay. Many of these types of other pay have increased through the course of negotiations. Examples of these "extra pay modes" include but are not limited to:

- overtime pay
- meal allowances
- med-passer pay
- compensatory time pay
- cleaning allowances
- callback pay
- shift differential pay
- stand-by pay
- higher rank allowance

The cost of these other types of pay as a percentage of total wages and benefits vary widely among the bargaining units, ranging from a low of 0.5% for noncontract to a high of 6.1% for SPOC during FY 2013. The cost of other pay as a percent of total wages and benefits was

4.3% for AFSCME and 1.9% for IUP. During FY 2013 the system-wide[8] cost of other pay accounted for approximately 2.9% of total payroll expense.

Benefits Other Than Wages

For centralized payroll, non-wage benefits such as health, dental, life, and long-term disability insurance; employer contributions to pension systems and Social Security/Medicare; and deferred compensation match comprise approximately 27.5% of total payroll expense. The most costly non-wage benefit to the State is health insurance. On average, health insurance alone accounts for nearly 14.0% of the total cost of wages and benefits.

During the 1977-1979 Collective Bargaining Agreement (CBA) with AFSCME the State paid 100.0% of all health insurance premiums, whether a single or family policy. Since that time employee contributions toward health insurance premiums have varied, depending on the policy the employee was enrolled in and the labor union providing representation. Employee contributions toward a Plan 3 Plus family policy peaked at 34.1% of the total premium in plan year 1996[9] and dropped to the present 15.27% of the total premium cost in plan year 2013.[10] The State has always covered the entire cost of single health insurance policies.

The monthly cost of a family health insurance policy has increased from $400.14 in 1996, to $1,658.45 in 2013, or just over 314.0%[11] for Plan 3 Plus, the most heavily populated plan through the early 2000s. Over the same period, the average salary state employees increased between 72.0% and 85.7%. As a result, health insurance as a proportion of total cost of the average state employee in IUP has increased from 5.7% to 14.0%. As the costs of health insurance have risen the State has made several efforts at cost containment.

The State took steps to soften the impact of rapidly increasing premiums by developing less expensive health insurance policies. The policies offered to employees expanded from the expensive, traditional indemnity plans, such as Plan 3 Plus and Deductible 3 Plus, to include Preferred Provider Organizations (PPO), such as Blue Access and Blue Advantage. Employees responded by moving from the more expensive plans to the cheaper PPOs.

During calendar year 2002, the indemnity plans, Program 3 Plus and Deductible 3 Plus, comprised 52.1% of total enrollments in health insurance plans.[9] As of July 1, 2013, the combined enrollments in the two indemnity plans had declined to 17.6% and Blue Access enrollments alone were 54.6% of all enrollments. The two managed care plans, Blue Access and Blue Advantage, accounted for 68.6% of all health insurance contract holders as of July 1, 2013.[10]

Since January 2007, when the Blue Access PPO was created, enrollments in Blue Access have steadily increased and the enrollments in the more expensive Plan 3 Plus have declined. When comparing the State cost of Program 3 Plus and Blue Access, centralized payroll employees have saved themselves nearly $41.5 million and have saved the State nearly $119.7 million.[12]

The second most costly non-wage benefit is the State's contribution to retirement and Social Security. This amounts to 12.3% of the total cost of wages and benefits for employees paid through the centralized payroll system. During FY 2014, state contributions to the three state

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[8] Centralized payroll for permanent full-time Executive Branch employees excluding DOT, Regents, and Community-Based Corrections employees.

[9] Source: Just the Facts For 2002, Iowa Executive Branch Workforce Almanac, page 39.

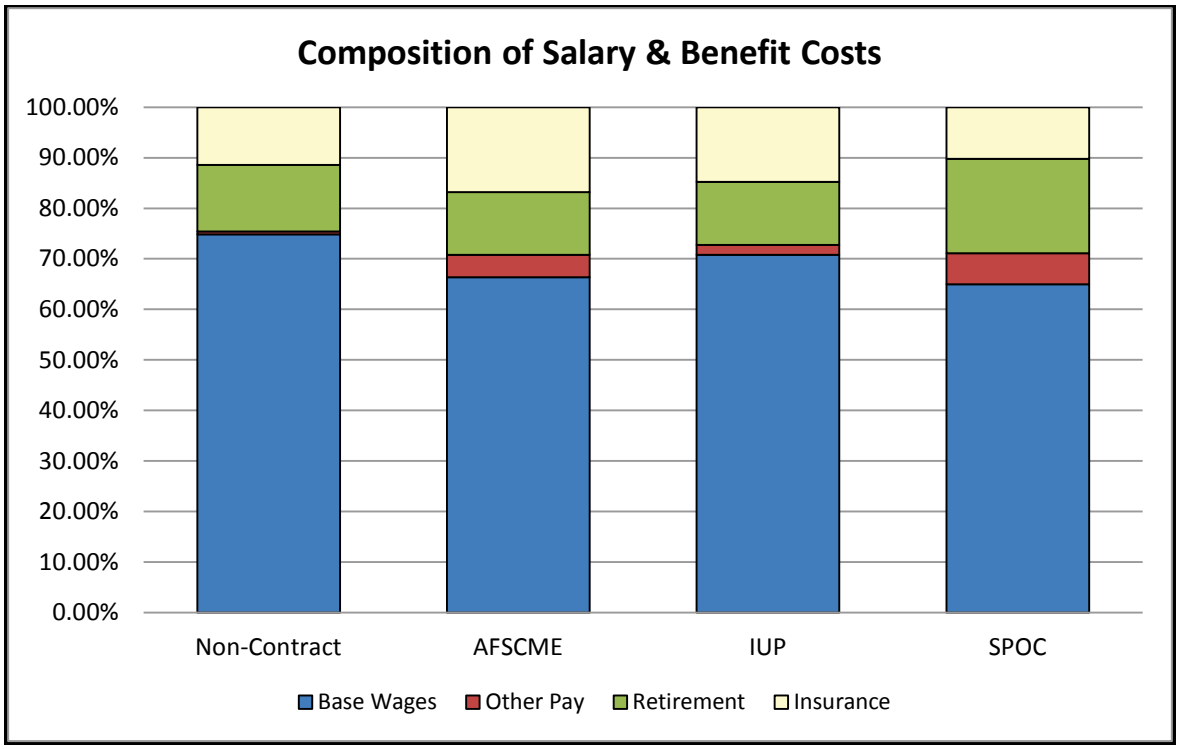
[10] Source: Just the Facts For 2013, Iowa Executive Branch Workforce Almanac, page 40. Contract holders include Legislative, Judicial, and Executive Branch employees (including the State Fair Authority, Community-Based Corrections, and Regents employees).

[11] Source: Just the Facts For 2013, Iowa Executive Branch Workforce Almanac, page 39 compared to Just the Facts For 2002, Iowa Executive Branch Workforce Almanac, page 39 - total family policy premiums.

[12] Assumes the enrollment proportions remain identical over the six-year period of calendar year 2008 through calendar year 2013.

retirement systems, as a percentage of covered wages, were 30.6% for Judicial Retirement, 31.0% for Peace Officers' Retirement, and 8.9%, 9.9% and 10.1% for IPERS regular, IPERS Sheriffs and Deputies, and IPERS Protection Occupation, respectively. The State contribution to Old-Age, Survivors, and Disability Insurance (OASDI) is 6.2%[13] of all covered earnings up to the ceiling established by the Social Security Administration[14] and the contribution for Medicare is 1.45% of all earnings. The PORS is the only State pension system exempt from Social Security. The FY 2013 composition of total salary and benefit costs by representation is depicted in **Chart 5.**[15]

Chart 5



APPROPRIATIONS AND PROPORTIONS FUNDED

Historically, salary adjustment funding has been provided through appropriations separate from agency operating budget requests and the distribution of those funds has been calculated by the Department of Management. Since FY 1974 more than $1.7 billion has been appropriated specifically to fund salary increases provided to employees of the State, Board of Regents, and Community-Based Corrections. Of that amount, nearly $1.5 billion has been appropriated from the General Fund. A necessary supplemental authorization to increase appropriations from other revolving, trust, or special funds, such as the Iowa Public Employee's Retirement System (IPERS), have been included in past legislation. Funding from revolving accounts that are not appropriated by the General Assembly, such as the enterprise funds at the DAS, may be used to pay for the increased costs to the extent that they are able and require no additional authorization.

[13] The OASDI rate for employees was temporarily reduced from 6.2% to 4.2% during calendar year 2011 under the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act of 2010 and extended through 2012 by the Temporary Payroll Tax Cut Continuation Act of 2011. The employer contribution remained unchanged by either Act at 6.2%.

[14] The Social Security covered wage ceiling is based on the national average wage index and is set at $117,000 for tax year 2014.

[15] Source: Actual State payroll for FY 2013, Centralized Payroll only. Excludes the DOT, Regents, and CBCs.

However, since FY 2009 there have been no General Fund, Road Use Tax Fund, or Primary Road Fund appropriations for allocation to departments to cover the cost of wage and benefit increases, although some funding was provided to relatively few departments in an effort to avoid layoffs. Nor has there been any supplemental authorization for the revolving, trust, or specials funds that require such authorizations since FY 2009. Since FY 2000, there have been three fiscal years that included 100.0% of the funding needed to pay for the salary and benefit increases provided to State employees.

A two-decade history of the funding provided by fiscal year, funding source, and the estimated proportion of the State General Fund costs covered is provided in **Table 2**. A historical summary of wage increases negotiated or provided by representation for the period FY 1978 through FY 2015, including the citation in the Iowa Acts, and the General Fund amounts appropriated is provided in **Attachment B**.

Table 2

Fiscal Year	General Fund	% of Required	Road Use Tax	Primary Road	Gaming
1996	$ 34,700,000	100.00%	$ 1,246,687	$ 3,055,214	N/A
1997	$ 27,023,500	Unknown	$ 436,700	$ 2,713,800	N/A
1998	$ 47,455,091	100.00%	$ 864,802	$ 4,163,835	N/A
1999	$ 44,100,000	100.00%	$ 697,759	$ 3,877,937	N/A
2000	$ 52,800,000	100.00%	$ 987,954	$ 5,632,153	N/A
2001	$ 42,173,997	89.50%	$ 1,113,641	$ 5,682,160	N/A
2002	$ 61,270,200	78.00%	$ 3,122,527	$ 10,305,191	N/A
2003	$ 41,100,000	59.00%	$ 1,588,368	$ 8,627,499	N/A
2004	$ 30,000,000	81.50%	$ -	$ -	N/A
2005	$ -	0.00%	$ -	$ -	N/A
2006	$ 38,500,000	100.00%	$ 1,635,317	$ 9,233,486	N/A
2007	$ 29,000,000	100.00%	$ 1,416,695	$ 9,593,363	N/A
2008	$ 106,848,094	100.00%	$ 2,294,814	$ 11,788,266	N/A
2009	$ 88,100,000	82.34%	$ 1,485,911	$ 8,335,688	N/A
2010	$ -	0.00%	$ -	$ -	N/A
2011	$ -	0.00%	$ -	$ -	$ 470,634
2012	$ -	0.00%	$ -	$ -	$ 499,403
2013	$ -	0.00%	$ -	$ -	$ -
2014	$ -	0.00%	$ -	$ -	$ -
2015	$ -	0.00%	$ -	$ -	$ -

Source: Fiscal Services Division, Legislative Services Agency – Dave Heuton

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Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Alabama	Permissible	Code of Alabama (C.A.) Title 25, Ch. 7, Art. 1	State – none Local – none	C.A. Section 25-7-30		Strikes prohibited. *Case Law: Cherokee County Hosp. Bd. v. Retail, Wholesale, & Dept. Store Union, AFL-CIO, 294 Ala. 151, 153, 313 So. 2d 514, 516 (1975)*	No provision
Alaska	Mandatory	Alaska Statutes (A.S.) Title 23, Ch. 40, § 23.40.070 et seq.	State, Local			• There is a right to strike for semi and non-essential workers, upon a majority vote • Firefighters, police, correctional workers, and hospital employees may NOT strike • There is a limited strike right for public utilities, snow removal, sanitation, and schools after mediation has been exhausted *A.S. Section 42.40.850*	Yes *A.S. Section 23.40.210*
Arizona	Permissible	Executive Order 2008-30	State Government	Const. Art. 25, Arizona Revised Statutes (A.R.S.) §23-1302		Strikes prohibited *ARS §23-1303*	No provision
Arkansas	Permissible	Arkansas Code Annotated (A.C.A.) Title 21, Ch. 5, §101	State – none Local – optional	Const. Art. 34 § 1 & A.C.A. Section 11-3-303		Not recognized in statutes. *Case law: Potts v. Hay, 229 Ark. 830, 833, 318 S.W.2d 826, 827 (1958)*	No provision
California	Mandatory	Government Code § 3512-3524 Government Code §3500-3511 Government Code § 3560-3599.3 Labor Code § 1960-1964	State Local Education Firefighters		Yes. State Gov't *Gov't Code §3515* Education *Gov't Code §3546* Higher Ed. *Gov't Code §3583.5*	The California Supreme Court held that strikes by nonessential employees are legal, except in cases where the strike poses an "imminent threat" to public health and safety. *Case Law: Modesto City Schools, PERB decision 291 (1983)*	Varies State Gov't *Gov't Code §3512-3524* Local Gov't Employees *Gov't Code §3505.8* Education *Gov't Code §§3590-3594*
Colorado	Permissible	Exec. Order D028 07	State			Executive Order D 28 07 includes a no strike clause, the State Supreme Court held that public employees may strike. *Case law: Martin v. Montezuma-Cortez Sch. Dist. RE-1, 841 P.2d 237 (Colo., 1992))*	No provision

Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Connecticut	Mandatory	Connecticut General Statutes (C.G.S.) Ch. 68, 5-270 to 5-280 Ch. 113, 7-467 to 7-479 Ch. 166, 10-153a et seq.	State Municipalities Education		Yes Union Shop *CGS §5-280*	Strikes prohibited *C.G..S. §§5-279, 10-153e(a)*	Yes *C.G.S. Section 5-276a*
Delaware	Mandatory	Delaware Code (D.C.) Title 19, §§ 1301-1318 Title 19, §§ 1601-1618 Title 14, §§ 4001-4018	State & Local Police & Firefighters Education		Yes Agency Shop *D.C, Title 19, §1319*	Strikes prohibited *D.C., Title 19, §1616*	Yes *D.C., Title 19, §1602*
Florida	Mandatory	Florida Statutes (F.S.) Title 31, Ch. 447	State, Local, Educ.	Const. Art. 1, § 6 & F.S. § 447.01		Strikes prohibited *F.S., Title 31, Section 447.505*	Yes. At the State level impasse items are resolved by the Legislature. At the local level they are resolved by a special magistrate whose decision may be appealed to the legislative body of the local entity. *F.S. Title 31, Section 447.403*
Georgia	Permissible	Official Code of Georgia Annotated (OCGA) Title 25, Ch. 5	State – none Local – firefighters only	OCGA §34-6-6		Strikes prohibited *OCGA §45-19-2*	No provision
Hawaii	Mandatory	Hawaii Revised Statutes (H.R.S.) Title 7, Ch. 89, §§ 1-23	State, Local, Educ.		Dues *HRS § 89-3.5*	• Strikes are permitted 60 days after the issuance of a fact-finding report and exhaustion of impasse resolution procedures • The union is required to give a 10 day notice • Strikes by firefighters and other essential employees are illegal • Strikes that endanger public health and safety are illegal *HRS §89-12(a)-(b)*	Yes HRS §§89-1 through 23
Idaho	Mandatory	Idaho Statutes (I.S.) Title 33, Ch. 12, 33-1271 to 33-1276 Title 44, Ch. 18	Teachers only Local firefighters only	I.S. §44-2001		Not recognized in statute. *Case law: Oneida Sch. District No. 351 v Oneida Educ. Assn., 567, P 2d, 830, 833-35 (Idaho 1977)* Strikes prohibited for firefighters *I. S. Section 44-1811*	No provision

Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Illinois	Mandatory	Illinois Compiled Statutes (ILCS) 5 ILCS, 315/1 – 315/27 115 ILCS, 5/1-5/20	State, Local Education		Yes Fair Share *5 ILCS 315/6*	• Mediation and a five day notice are required *ILCS§315-17* • Strikes constituting a clear and present danger to public health and safety are illegal *ILCS §315-18)* • Firefighters, security employees, and law enforcement CANNOT strike *ILCS §315-14(m)*	No provision
Indiana	Permissible	Indiana Code (IC) §4-15-17-1 through 10 IC §20-29-6	State & Local – prohibited Teachers	IC §22-6-6 *(Does not apply to public sector employees, et al.)*		Strikes prohibited *IC § 4-15-17-4*	No
Iowa	Mandatory	Iowa Code (I.C.) Chapter 20	State, Local, Educ.	IC Ch. 731		Strikes prohibited *I.C. §20.12*	Yes *I.C. §20.22*
Kansas	Mandatory	Kansas Statutes Annotated (K.S.A.) Ch. 44, Art. 8, §§ 801-831 Ch. 75. Art. 43, §§ 1a-78	State, Local, Educ.	Const. Art. 15, § 12		Strikes prohibited *K.S.A. §75-4333(c)(5)*	No provision
Kentucky	Mandatory	Kentucky Revised Statutes (K.R.S.) Title 27, Ch. 345, 345.010 et seq. Title 9, Ch. 78, 78-470 et seq. Title 9, Ch. 67A & 67C	Firefighters only County Police Local Police, Firefighters			Strike explicitly prohibited for firefighters, police and correctional officers. officers (*K.R.S. §§67A.6910, 78.470, and 345.130*)	No provision
Louisiana	Permissible		State – None Local – None	Louisiana Revised Statutes (LRS) §23:983		The Louisiana Supreme Court held that all public employee strikes are legal (*see Davis v. Henry No. 89-CC-2787*)	No provision
Maine	Mandatory	Maine Revised Statutes (M.R.S.) Title 26, Ch. 9A, §§961-974 Title 26, Ch. 9B, §979 – 979S Title 26, Ch. 14, §§1281-1294	Municipalities State Judicial		Yes Agency Shop *M.R.S. Title 26, §979-A*	Strikes prohibited *M.R.S. Title 26, §964.2, §979-C.2*	Yes *M.R.S. Title 26, §951, §970*
Maryland	Mandatory	Code of Maryland (MC) State Personnel & Pensions §3-101 et seq. Education §§6-401 – 411	State Education		Yes. Fair Share *MC, State Personnel and Pensions, Div. 1, §3-502*	Strikes prohibited *MC, State Personnel and Pensions, Div. 1, §3- 303*	Yes, except matters requiring legislative action *MC, State Personnel and Pensions, Div. 1, §3- 501*
Massachusetts	Mandatory	General Laws of Massachusetts (G.L.M) Part 1, Title 21, Ch. 150E, §§1-15	State, Local, Educ.			Strikes prohibited *G.L.M., § 150E.9A*	Yes *G.L.M., §150E.9*

Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Michigan	Mandatory	Michigan Compiled Laws Ch. 423, §§201 - 217 Ch. 423, §§271-287 Ch. 423, §§231-246	State, Local, Educ. Troopers & Sergeants Police & Firefighters	M.C.L., §423.1		Strikes prohibited *M.C.L. §423.202*	No provision
Minnesota	Mandatory	Minnesota Statutes (M.S.) Ch. 179A, §§1 – 40	State, Local, Educ.		Yes Fair Share *M.S. §179A.6(3)*	• Generally, strikes are prohibited: *M.S. §179A.19* Unless the employer has refused a request for binding arbitration or refuses to submit to an arbitration award • Teachers have the right to strike following expiration of contract, 60 days of mediation, and 10 days' notice • Non-teaching local and state employees may strike after expiration of contract, 45 days mediation, and 10 days' notice • No strikes by essential employees are allowed *M.S. §179A.18*	Yes *M.S. §179A.16*
Mississippi	Permissible	Case law: Jackson v. Hazlehurst Mun. Separate School Dist., 427 So.2d 134, 137 (Miss., 1983)		Const. § 198-A & Mississippi Code (MSC) §71-1-47		Strikes prohibited *MSC §25-1-105*	No provision
Missouri	Mandatory	Revised Statutes of Missouri (RSMo) Ch. 105, §§500 – 530	State, Local, Educ.			Strikes prohibited *RSMo §105.530*	No provision
Montana	Mandatory	Montana Code Annotated (MCA) Title 39, Ch. 31, §§101-409	State, Local, Educ.		Union Shop. However, nonmembership based on religious tenets permitted. Dues then paid to any nonreligious, nonunion charity. *MCA §39-31-204*	• Strikes are permitted for public health nurses, must give a 30 day notice • No other nurses strike may occur within 150 miles *MCA §39-32-110* • Strikes by essential employees prohibited *MCA §39-31-501*	Yes, but limited Police *MCA §39-31-503* Firefighters *§39-34-101*
Nebraska	Mandatory	Nebraska Revised Statutes (NRS) Ch. 48, §816 et seq. §§ 81-1369 through 1388	State Local, Educ.	Const. Art. 15-13 NRS §48-911		Strikes prohibited *NRS §48-802.2*	Yes, for school districts *NRS §48-818.01*

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Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Nevada	Mandatory	Nevada Revised Statutes (NRV) Ch. 288, §010 – 280	State – none Local & Educ.	NRS §§613.230-300		Strikes prohibited *NRS §288.230*	Yes, but limited by ability to pay *NRS §288.200*
New Hampshire	Mandatory	Revised Statutes of New Hampshire (RSNH) Title 23, Ch. 273A, §§1 - 17	State, Local, Educ.		Agency Shop RSNH §273-A:11, 1(a), Case law *Nashua Teachers Union v. Nashua Sch. Dist., 142 N.H. 683 (1998)*	Strikes explicitly prohibited *RSNH §23-273A:13*	By mutual agreement, excluding economic issues *RSNH §23-273A:12*
New Jersey	Mandatory	New Jersey Permanent Statutes (NJPS) Title 34, Ch. 13A, §§ 1-13	State, Local, Educ.		Representation Fee *NJPS § 34:13A-5.5*	Only as provided in the Railway Labor act. Police and firefighters prohibited *NJPS § 34:13A-14*	Yes Police and Firefighters *NJPS § 34:13A-16*
New Mexico	Mandatory	New Mexico Statutes (NMS) Ch. 10, Art. 7E, §§ 1-26	State, Local, Educ.		Yes. Union Shop *NMS §10-7E-9*	Strikes explicitly prohibited *NMS§10-7E-21*	Yes *NMS §10-7E-18B*
New York	Mandatory	N.Y. Civ. Serv. Law, (NYCSL) Art. 14, §§ 200 - 214	State, Local, Educ.		Fair Share *NYCSL §14.208(3)*	Strikes explicitly prohibited *NYCSL §14.210*	Yes *NYCSL §14.209*
North Carolina	Prohibited	North Carolina General Statutes (NCGS) Ch. 95, Art. 16,§98		NCGS §§ 95-78 & 95-79		Strikes explicitly prohibited *NCGS §95-98.1*	Yes *NCGS §95-36.8*
North Dakota	Permissible	North Dakota Century Code (NDCC) Title 34, Ch. 11 *§15.1-16*	State, Local Teachers	Const. Art.1, § 7 NDCC §34-01-14		Right to strike not recognized in statute. Teachers prohibited *NDCC §15.1-16-16*	No *NDCC §34-11-01*
Ohio	Permissible	Ohio Revised Code (R.C.) Title 41, Ch. 4117	State, Local, Educ.		Fair Share, but permits CBAs with "Closed Shop" *R.C. §4117.09*	• Strikes permitted after filing a 10-day strike notice • No strikes by essential personnel *R.C §4117.14(D)*	Yes, essential personnel only. *R.C §4117.14(I)*
Oklahoma	Mandatory	Oklahoma Statutes (OS) Title 11, §51.101-113 Title 70, §§509.1-10	State – none Local – none Local fire & police Education	Const., §23-1A, & OS §§11-51-101 et seq.		Right to strike explicitly prohibited for public safety officials and teachers *OS §11-51-101* *OS §19-901.30* *OS §70-509.8* For others right to strike is not recognized in statutes.	Yes, except the jurisdiction may petition for a special election of the citizens to choose between offers submitted to arbitration. *OS §11-51-108(4)(b)* *§19-901.30-6*

Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Oregon	Mandatory	Oregon Revised Statutes (ORS) §243.650 et seq.	State, Local, Educ.		Union Shop. However, nonmembership based on religious tenets permitted. Dues then paid to any nonreligious, nonunion charity. *ORS §243.666*	• Strikes permitted after completion of mediation and fact-finding, 10-day strike notice, and a 30-day cooling off period *ORS §243.726* • No strikes by hospital guards, firefighters, or police *ORS §243.736*	No, the public employer may implement its final offer and employees may strike. *ORS §243.712(1)(d)* For those employees prohibited from engaging in strikes. *ORS §243.742*
Pennsylvania	Mandatory	Pennsylvania Consolidated Statutes (PCS) Title 43, §§1101.101 Title 43, §§217.1-10	State, Local, Educ. Police & Firefighters			• Strikes permitted after exhaustion of impasse resolution procedures • Strikes presenting a clear and present danger to public health, safety, or welfare are not allowed • Strikes by prison guards, police, firefighters, and court employees prohibited *PCS Title 43, §1001 et seq.*	Yes, with the proviso that arbitration decisions requiring Legislative enactment are considered advisory only. *PCS Title 43, §804*
Rhode Island	Mandatory	Rhode Island General Laws (RIGL) Title 36, Ch. 11, 36-11-1 et seq.	State employees			Strikes explicitly prohibited *RIGL §36-11-6*	Yes, but wage decisions are considered advisory. *RIGL §36-11-9*
South Carolina	Prohibited			South Carolina Code of Laws §41-7-10		Right to strike not recognized or explicitly prohibited	No provision
South Dakota	Mandatory	South Dakota Codified Laws (SDCL) Title 3, Ch. 18, §§1-17	State, Local, Educ.	Const. Art. 6, §2 & SDCL §60-8-3		Strikes explicitly prohibited *SDCL §3-18-10*	No provision
Tennessee	Mandatory	Tennessee Code (T.C.) Title 49, Ch. 5, Part 6	Teachers only (Term used is "conferencing" rather than collective bargaining.	T.C. §50-1-201		• All except schools - Right to strike not recognized • Schools - Strikes are a prohibited practice and employees engaging in, or participating in a strike, may be dismissed and forfeit tenure. *TC §49-5-610(b)(4)*	No, advisory arbitration only *TC §49-5-613*

Attachment A
Public Bargaining by State

STATE	PUBLIC SECTOR BARGAINING	CITATION	SECTORS COVERED	RIGHT TO WORK	FAIR SHARE?	RIGHT TO STRIKE	BINDING INTEREST ARBITRATION?
Texas	Mandatory - Local fire & police. Other public employees prohibited	Texas Statutes (T.S) Local Gov't Code Title 5, Ch. 174 Gov't Code, Title 6, §617.002	Local fire & police only.	T.S. Labor Code, Title 3, §101.301		Strikes explicitly prohibited *T.S. Labor Code, Title 3, §102.032* *Govt. Code, Title 6, §617.003*	Yes, for fire and police only. T.S. Local Gov't Code, Title 5, §174.002
Utah	Permissible	Utah Code (U.C.) Title 34, Ch. 20 Title 34, Ch. 20A	State, Local, Educ. Firefighters	U.C. §34-34-2		• Strikes permissible after a majority vote of members *U.C. §34-20-8* • Firefighter contracts must include "no strike" provisions *U.C. §34-20a-5*	Yes, for firefighters. Except salary and wage matters are considered advisory only. *U.C. §34-20a-9*
Vermont	Mandatory	Vermont Statutes Annotated (V.S.A.) Title 3, Ch. 27 Title 21, Ch. 22 Title 16, Ch. 57	State Municipal Education		Fair Share, or "Collective Bargaining Service Fee" *V.S.A. §§3.27.902 & 3.27.903*	• Strikes permitted 30 days after fact-finding report, where parties have not agreed to arbitration • No strike allowed if there is a danger to public health, safety, or welfare *V.S.A. §21-22-1730* • A teacher strike may be prohibited by courts if it endangers a sound program of education *V.S.A. §16-57-2010* • No strikes by state employees *V.S.A. §3-27-903b*	Yes *Municipal V.S.A. §21-22-1733* *Education V.S.A. § 16-57-2021*
Virginia	Prohibited	Code of Virginia (V.C.) Title 40, Ch. 1, 57.2		V.C. §40.1-59		• Strikes explicitly prohibited for hospital employees *V.C.§ 40.1-54.2* • Right to strike not recognized for all others	No provision
Washington	Mandatory	Revised Code of Washington (RCW) Title 41, Ch. 80 Title 41, Ch. 56 Title 41, Ch. 59	State Local Education		State-Closed Shop *RCW §41.80.100* Teachers-Agency Shop *RCW §41.59.100*	Strikes explicitly prohibited *RCW §41.56.120*	Yes, for uniformed personnel only *RCW §41.56.450*
West Virginia	Permissible	Ch. 21, Art. 21-1A-2	State – none Local – none			Right to strike not recognized in statute	No provision

Attachment A Public Bargaining by State							
STATE	**PUBLIC SECTOR BARGAINING**	**CITATION**	**SECTORS COVERED**	**RIGHT TO WORK**	**FAIR SHARE?**	**RIGHT TO STRIKE**	**BINDING INTEREST ARBITRATION?**
Wisconsin	Mandatory	Wisconsin Statutes (W.S.) Ch. 111, §§70-77 Ch. 111, §§81-94	Municipal State, Educ.		Public safety employees only *W.S. §111.85*	Strikes explicitly prohibited *W.S. §111.84.2(e)*	Yes, for transit employees and police officers in cities of the 1st class *W.S. §111.70.4(cg)(6)*
Wyoming	Permissible. Mandatory for firefighters	Wyoming Statutes (W.S.) Title 27, Ch. 10	State – none Local – none Firefighters only	W.S. §27-7-109		Strikes *W.S. §27-7-101 et seq.*	No provision

Source: Legislative Services Agency
Fiscal Services Division
Dave Heuton

Attachment B

Salary Increases by Representation

	AFSCME			UE-IUP			SPOC			Non-Contract			Funding		
Fiscal Year	Across-the-Board	Notes	Steps	Across-the-Board	Notes	Steps	Across-the-Board	Notes	Steps	Across-the-Board	Notes	Steps	Session Law Citation	General Fund Appropriation	Percent of Need
1978	3.0%	(a)	+ Steps	3.0%	(b)	+ Steps	N/A		N/A	6%, 5%	(a)	+ Merit	77 Acts, extra session, Ch 1	$ 27,487,430	Unknown
1979	3%, 5%, 6%	(c)	+ Steps	3.0%	(d)	+ Steps	N/A		N/A	6%, 5%	(c)	+ Merit	78 Acts, Ch 1016	$ 57,996,911	100%
1980	5.2%, 5.1%	(e)	+ Steps	5.1%		+ Steps	4.9%		+ Steps	5.2%		+ Merit	79 Acts, Ch 2	$ 26,350,000	100%
1981	5.4%, 5.1%	(f)	+ Steps	5.1%		+ Steps	4.9%		+ Steps	5.4%		+ Merit	79 Acts, Ch 2	$ 52,033,000	100%
1982	8.0%		None	8.0%		None	8.0%		None	8.0%		None	81 Acts, Ch 9	$ 43,839,000	100%
1983	8.0%		None	8.0%		None	8.0%		None	8.0%		None	82 Acts, Ch 1260	$ 86,599,000	100%
1984	None		None	None		None	None	(g)	None	None		None	83 Acts, Ch 205	$ 7,529,000	Unknown
1985	4.0%		+ Steps	4.0%		+ Steps	4.0%		+ Steps	4.0%		+ Merit	83 Acts, Ch 205	$ 46,239,200	100%
1986	1.0%	(h)	+ Steps	2.0%	(i)	+ Steps	None		+ Steps	1.0%	(g)	+ Merit	85 Acts, Chs 253 & 254	$ 14,290,900	Unknown
1987	4.0%	(j)	+ Steps	2.0%		+ Steps	None		+ Steps	4.0%	(j)	+ Merit	86 Acts Chs 1242 & 1246	$ 53,201,300	100%
1988	2.0%		+ Steps	None		+ Steps	7.5%		None	2.0%		+ Merit	87 Acts, Chs 227 & 233	$ 35,006,757	100%
1989	4.0%		+ Steps	5.0%, 1.0%	(k)	+ Steps	4.0%		+ Steps	4.0%		+ Merit	88 Acts, Chs 1267 & 1282	$ 53,685,000	100%
1990	3.5%		+ Steps	3.0%		+ Steps	3.0%		+ Steps	3.5%		+ Merit	89 Acts Ch 303	$ 50,341,864	100%
1991	5.0%		+ Steps	5.0%		+ Steps	5.0%		+ Steps	5.0%		+ Merit	90 Acts, Ch 1256	$ 58,061,694	100%
1992	3.0%, 2.0%	(l)	+ Steps	5.0%	(l)	None	3.7%	(l)	+ Steps	None		None	91 Acts, Ch 1245 - item veto	$ 23,441,434	Unknown
1993	4.0%	(m)	+ Steps	4.0%	(m)	None	5.2%	(m)	+ Steps	7.5%	(n)	+ Merit	92 Acts, Ch 1245 - item veto	$ 101,009,928	Unknown
1994	None	(o)	+ Steps	1.0%		+ Steps	1.0%		+ Steps	None	(o)	+ Merit	93 Acts, Ch 177	$ 24,500,000	100%
1995	2.0%,2.0%	(p)	+ Steps	3.0%		+ Steps	3.0%		+ Steps	2.0%,2.0%	(p)	+ Merit	94 Acts, Ch 1191	$ 31,700,000	100%
1996	3.0%		+ Steps	3.0%		+ Steps	None	(q)	+ Steps	3.0%		+ Merit	95 Acts, Ch 211	$ 34,700,000	100%
1997	2.5%	(r)	+ Steps	2.5%	(r)	+ Steps	None	(s)	+ Steps	2.5%	(r)	+ Merit	96 Acts, Ch 1217	$ 27,023,500	Unknown
1998	3.0%		+ Steps	3.5%		+ Steps	3.0%		+ Steps	3.0%		+ Steps	97 Acts, Ch 200	$ 47,455,091	100%
1999	3.0%		+ Steps	2.0%		+ Steps	3.0%		+ Steps	3.0%		+ Steps	98 Acts, Ch 1214	$ 44,100,000	100%
2000	None	(t)	+ Steps	3.0%		+ Steps	2.65%		None	3.0%	(u)	+ Merit	99 Acts, Ch 200	$ 52,800,000	100%
2001	2.6%		+ Steps	3.0%		+ Steps	3.0%	(v)	+ Steps	3.0%		+ Merit	2000 Acts, Ch 1219	$ 42,173,997	90%
2002	3.0%		+ Steps	3.0%		+ Steps	3.0%		+ Steps	3.0%		+ Merit	01 Acts, Ch 190	$ 61,270,200	78%
2003	3.0%	(w)	+ Steps	3.0%		+ Steps	3.0%		+ Steps	3.0%	(w)	+ Merit	02 Acts, Ch 1175	$ 41,100,000	59%
2004	2.0%		+ Steps	2.0%		+ Steps	2.0%		+ Steps	2.0%		+ Merit	03 Acts, extra session, Ch 2	$ 30,000,000	82%
2005	2.0%	(x)	+ Steps	2.0%	(y)	+ Steps	2.0%		+ Steps	2.0%	(x)	+ Merit	No Bill Passed	$ -	0%
2006	None	(z)	+ Steps	None	(aa)	+ Steps	1.5%	(ab)	+ Steps	None	(z)	+ Merit	05 Acts, Ch 177	$ 38,500,000	100%
2007	2.0%		+ Steps	1.0%, 1.5%	(ac)	+ Steps	1.0%, 1.5%	(ac)	+ Steps	2.0%		+ Merit	06 Acts, Ch 1185, Div 3	$ 29,000,000	100%
2008	3.0%		+ Steps	1.0%	(ad)	+ Steps	2.0%	(ae)	+ Steps	3.0%		+ Merit	07 Acts, Ch 215, Div 3	$ 106,848,094	100%
2009	3.0%		+ Steps	3.0%		+ Steps	2.0%		+ Steps	3.0%		+ Merit	08 Acts, Ch 1191, Div 3	$ 88,100,000	82%
2010	None	(af)	+ Steps	None	(af)	+ Steps	None	(af)	+ Steps	None	(ag)	+ Merit	09 Acts, Ch 179, Div 3	$ -	0%
2011	2.0%, 1.0%	(ah)	+ Steps	2.0%, 1.0%	(ah)	+ Steps	1.0%, 1.0%	(ai)	+ Steps	None		None	10 Acts, Ch 1193, Div 3	$ -	0%
2012	2.0%, 1.0%	(aj)	+ Steps	2.0%, 1.0%	(aj)	+ Steps	2.0%, 1.0%	(aj)	+ Steps	2.0%, 1.0%	(aj)	+ Merit	11 Acts, Ch 131, Div 3	$ -	0%
2013	2.0%, 1.0%	(ak)	+ Steps	2.0%, 1.0%	(ak)	+ Steps	2.0%, 1.0%	(ak)	+ Steps	2.0%, 1.0%	(ak)	+ Merit	No Bill Passed	$ -	0%
2014	None		+ Steps	None		+ Steps	None	(am, al)	+ Steps	None	(am)	+ Merit	No Bill Passed	$ -	0%
2015	None		+ Steps	None		+ Steps	None	(an, al)	+ Steps	None	(an)	+ Merit	No Bill Passed	$ -	0%

Notes:

(a) $336.00 in additional pay in 26 equal installments for the Security unit.
(b) Professional Social Services was organized under AFSCME until 1985. Received $387.00 in additional pay in 26 equal installments.
(c) $356.00 in additional pay in 26 equal installments for the Security unit. 6.0% for those earning < $13,200, 5.0% for those earning > $13,200 in the Technical and Fiscal & Staff units.
(d) Professional Social Services was organized under AFSCME until 1985. Received $410.00 in additional pay in 26 equal installments.
(e) Fiscal & Staff 5.1%, Technical, Blue Collar & Security 5.2%.
(f) Fiscal & Staff 5.1%, Technical, Blue Collar & Security 5.4%.
(g) Step increases provided to employees at Step 1 of the pay grades effective on the employee's review date.
(h) Effective 1/1/86.
(i) Plus $300 for those at the maximum of the range.
(j) Effective 1/1/87.
(k) 5% effective July 1, 1988 and 1.0% effective the last pay period in June 1989.
(l) 3.0% effective July 1, 1991 and 2.0% effective July 1, 1992. Implemented May 1992 with backpay and interest after Supreme Court decision.
(m) 4.0% effective July 1, 1992, plus a $400 bonus in December 1992. Implemented May 1992 with backpay and interest after Supreme Court decision.
(n) Implemented in May 1992. Non-contract received no backpay.
(o) $650 bonus paid in 26 equal installments for full-time. $325 for those working fewer than 32 hours per week.
(p) 2.0% effective 7/1/1994 and 2.0% effective January 1, 1995.
(q) $728 in 26 equal installments, added to base pay.
(r) Plus $300 bonus for full-time and $150 for part-time at the maximum of the pay grade paid December 1996.
(s) $728 in 26 equal installments, added to base pay, plus equalization of step increases between pay grades.
(t) Implement an 8-step pay plan. Employees at maximum move no higher than step 7.
(u) Non-contract pay plans merged and equalized with AFSCME 013 pay plan.
(v) Implement an 11-step pay plan for all pay grades. Employees move to step nearest but not lesser than current base pay.
(w) Implemented November 1, 2002. 4.0% added to the maximum of all pay grades February 2003.
(x) 2.0% added to the maximum of all pay grades on January 1, 2005.
(y) Social Services implemented September 2004 and Science implemented January 1, 2005. Pay plan for Science unit equalized with non-contract pay plan.
(z) 2.5% added to the maximum of all pay grades on April 1, 2006.
(aa) Combine Social Services and Science pay plans and add 2.5% to the maximum of all pay grades effective April 1, 2006.
(ab) 0.50% effective January 1, 2006 and 1.0% effective April 1, 2006.
(ac) 1.0% effective July 1, 2006 plus 1.5% effective January 1, 2007.
(ad) 1.45% added to the maximum of all pay grades effective July 1, 2007.
(ae) Implement new minimum/maximum pay plan and add 6.5% to the maximum on July 1, 2007. 3.5% step increases.
(af) Bargaining covered employees required to take 5 furlough days. Troopers receive the first step of a 2 pay grade increase.
(ag) Non-contract employees required to take 7 furlough days.
(ah) 2.0% effective July 1, 2010 plus 1.0% effective January 1, 2011.
(ai) 1.0% effective July 1, 2010 plus 1.0% effective January 1, 2011. Troopers receive the second step of a two pay grade increase.
(aj) 2.0% effective July 1, 2012 plus 1.0% effective January 1, 2013.
(ak) 2.0% effective July 1, 2011 plus 1.0% effective January 1, 2012.
(al) Employees receiving an evaluation that meets or exceeds expectations receive an additional 1% merit step on review date.
(am) 1.0% effective July 1, 2013 and 1.0% effective January 1, 2014. **Not** added to base pay.
(an) Pay reduced to that in effect July 1, 2013, plus 1.0% effective January 1, 2015. **Not** added to base pay.