

PROPOSED 2021 COLLECTIVE BARGAINING DEMANDS
DISTRICT COUNCIL 37, AFSCME

1. The term of the agreement shall be for five years, from 5/26/21 to 5/25/26.
2. A fair and substantial compounded wage increase will be paid effective on the first day of each year of the agreement. Wage increases will be applied to all additions-to-gross.
3. There shall be a Telework Policy for all titles that have the ability to telework.
4. There shall be an Essential Pay Differential created for titles with duties related to public safety and health or worked throughout the pandemic.
5. There shall be a \$3,000 signing bonus upon ratification.
6. The reduced hiring rate for new hires shall be eliminated.
7. Increase of \$50 Welfare Fund contribution for all active employees and retirees.
8. There shall be a recurring annuity of \$5 per member per day.
9. There shall be an Additional Compensation Fund set aside for unit bargaining. Across the board increases shall not be contingent on the completion of unit bargaining.
10. There shall be an Equity Fund provided to resolve inequities in all titles covered by the Economic Agreement.
11. All represented employees shall receive ^athe Floating Holiday.
12. The Employer shall establish a Union administered Child Care Trust Fund to provide financial assistance to the cost of child care to covered employees.

All terms and provisions of the current economic agreement shall continue unless modified by these negotiations.

The Union reserves the right to add or amend these proposals until such time as a final agreement is reached.