



# INITIAL STATE CONTRACT PROPOSAL COMPARISON

## AFSCME COUNCIL 61 INITIAL PROPOSAL

### **Wages**

3% 2019

3% 2020

### **Step Increases**

4.5% 2019

4.5% 2020

### **Overtime**

Return to [2015-2017 contract language](#)

- Returning overtime to all classifications that had it revoked
- Equalization of overtime
- Use leave as paid status for accumulating overtime

### **Holiday Pay**

Return to 2015-2017 contract language

- Premium holiday pay for working a holiday

### **Vacation Scheduling**

Return to 2015-2017 contract language

- Offered by seniority

### **Grievance Procedure**

Return to 2015-2017 contract language

## STATE OF IOWA INITIAL PROPOSAL

### **Wages**

1% 2019

1% 2020

### **Step Increases**

Refuse to bargain

### **Overtime**

Refuse to bargain

### **Holiday Pay**

Refuse to bargain

### **Vacation Scheduling**

Refuse to bargain

### **Grievance Procedure**

Refuse to bargain

**2015-2017 contract** can be found at: <http://bit.ly/20152017afscme>

STATE OF IOWA

And

AFSCME COUNCIL 61

STATE OF IOWA'S INITIAL PROPOSAL TO AFSCME COUNCIL 61 FOR THE  
MASTER AGREEMENT

Notes:

- If AFSCME has made a proposal to which no specific response is set out in these proposals, the State of Iowa ("State") response to such a proposal is that it not be included in the collective bargaining agreement.
- If the State does not propose an article or provision be amended, then it is the State's proposal that current contract language for that article or provision be maintained.
- The State reserves the right to refuse to negotiate regarding the provisions that are permissive subjects of bargaining, and the State will not agree to submit to impasse provisions which are permissive subjects of bargaining.
- The State explicitly reserves the right to alter, withdraw, add to, or amend any part or all of the following proposal.
- This proposal is a package proposal, and it must be accepted in its entirety or it will be considered to have been rejected.

Summary of Proposal

- The State proposes a 1% across-the-board increase for classifications covered by this agreement on July 1, 2019, and July 1, 2020.
- The State proposes retaining current pay ranges (except as specifically noted in Appendix A, which do not adjust the base of the pay range) for classifications covered by the agreement, subject to movement based upon the above across-the-board increases. The State notes that only the minimum of the pay ranges identified constitute "base wages" for purposes of mandatory negotiations; any increases above the "base wages" constitutes a permissive subject of bargaining.