

WHEN WE STRIKE, WE WIN

A history of OUSD salary proposals

Proposal

Compensation Increases

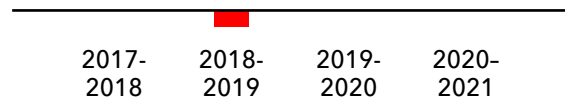
Details

■ Salary ■ Bonus ■ Furlough

3/12/18

G1 compensation as off schedule bonus delayed to May 2019 though available July 1st starting in 2018

One furlough day



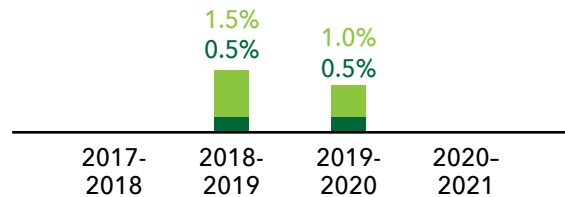
5/14/18
Pre-Impasse

Total: 1% Salary for 3 years, 2.5% Bonus (including G1 and 20 hrs extra work)

2017-2018: 0%

2018-2019: 0.5% on Salary schedule in January 2019 from G1; 1.5% Bonus from G1 and Extra Duty Hours

2019-2020: 0.5% Salary on Schedule in Jan 2020; 1.0% Bonus from G1 and Extra Duty Hours



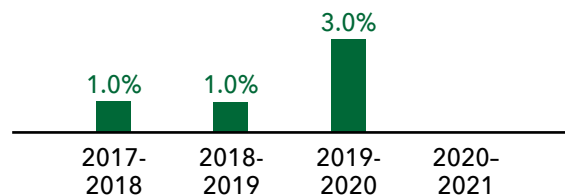
11/30/18
Post-Mediation

Total: 5% for 3 years (including G1)

2017-2018: 1% on salary schedule effective June 30th 2018

2018-2019: 1% on salary schedule effective July 1, 2019

2019-2020: 1.5% salary effective January 1, 2020; 1.5% salary effective June 30th, 2020



2/19/19
Final Pre-Strike
Offer

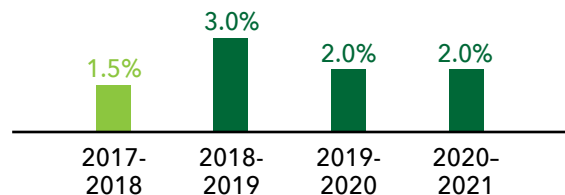
Total: 7% for 4 years + 1.5% bonus (including G1)

2017-2018: 1.5% off schedule

2018-2019: 3% effective Jan 2019

2019-2020: 2% effective Jan 2020

2020-2021: 2%; (1% effective Jan 2021, 1% effective June 30, 2021)



Tentative
agreement

Total: 11% for 4 years + 3% bonus (including G1)

2017-18: 3% off schedule

2018-19: 3% effective Jan 2019

2019-20: 2% effective Jan 2020

2020-21: 6% (3.5% effective Jan 2021, 2.5% effective June 30, 2021)

