



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

STRIKE AUTHORIZATION VOTE SEIU 503 – OUS NEGOTIATIONS

September 2013



We Are **OUS**
Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHAT ARE WE VOTING ABOUT?

- **Whether or not to authorize our SEIU Bargaining Team to call for a strike**



We Are **OUS**
Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHY IS THIS VOTE NEEDED?

- **Because OUS has failed to offer us a fair contract**
- **Because our union rules say we can only call a strike after a vote of the members**



We Are **OUS**
Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHO CAN VOTE?

- Only union members
- You can join today and vote,
if you are not already a member



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHAT DOES OUR SEIU BARGAINING TEAM RECOMMEND?

- Our team recommends a “YES”
vote to authorize a strike.



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHY SHOULD I VOTE “YES”?

- **Because OUS will not offer us a fair contract unless they are forced to**
- **Because the economy is better and OUS can afford to provide a fair contract**
- **Because we have sacrificed a great deal in recent years and deserve a fair contract**



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHAT IS THE MAIN PROBLEM?

- It's mostly about money
- OUS says they can't afford to match the recent state workers' (DAS) settlement
- OUS says they can only pay what the least financially stable university can afford



We Are OUS

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WAGES – Cost of Living Adjustment (COLA)

Management (OUS)	Union (SEIU)	DAS (State Workers)
1.5% - 12/1/13	2.5% - 7/1/13 \$75 / month minimum increase	1.5% - 12/1/13
2.0% - 12/1/14	2.5% - 7/1/14 \$75 / month minimum increase	2.0% - 12/1/14



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

HEALTH INSURANCE – Premium Share

Management (OUS)	Union (SEIU)	DAS (State Workers)
OUS – 95% Employee – 5%	OUS – 95% Employee – 5%	OUS – 95% Employee – 5% Pathway in 2015 to 97% / 3% split



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

HEALTH INSURANCE – Low Wage Subsidy

Management (OUS)	Union (SEIU)	DAS (State Workers)
\$40 per month Under \$2816 / month Effective 12/1/13	\$40 per month Under \$2828 / month (Salary Range 22, Step 1) Effective 7/1/13	\$40 per month Under \$2,899 / month (Salary Range 21, Step 1) Effective 7/1/13



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

HEALTH INSURANCE - Domestic Partners

Management (OUS)	Union (SEIU)	DAS (State Workers)
NO	Reimburse employees for federal and state taxes paid to cover their domestic partners	Not Applicable



We Are OUS

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

STEP INCREASES

Management (OUS)	Union (SEIU)	DAS (State Workers)
<p>Two half steps during this contract</p> <p>Steps cut to 2.375%</p> <p>18 years to go from Step 1 to Step 10</p>	<p>Two normal steps during this contract</p> <p>Steps remain at 4.75%</p> <p>9 years to go from Step 1 to Step 10</p>	<p>Two normal steps during this contract</p> <p>Steps remain at 4.75%</p> <p>9 years to go from Step 1 to Step 10</p>



We Are OUS

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

LIVING WAGE FLOOR

Management (OUS)	Union (SEIU)	DAS (State Workers)
<p>Originally supported doing this and proposed the two-year phase in</p> <p>Now OUS says it can't afford to</p>	<p>Lowest wage rate becomes \$2,500 / month – the federal food stamp eligibility level for a family of four</p> <p>Move everyone below \$2,500 / month up to that rate over two years</p>	<p>Not Applicable</p>



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

FURLOUGH DAYS

Management (OUS)	Union (SEIU)	DAS (State Workers)
NO Furlough Days	NO Furlough Days	NO Furlough Days



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

INFORMATION TECHNOLOGY (IT) COMPENSATION PLAN

Management (OUS)	Union (SEIU)	DAS (State Workers)
<p>Cut all merit pay amounts and ranges in half. Just like half steps for non-IT workers.</p> <p>Remove employee choice of exchange time off or cash for on-call duty.</p>	<p>Maintain current merit pay program</p> <p>For all IT classifications, move maximum wage rate to 22% above control point at each competency level</p>	<p>IT workers are on a 10-step salary schedule like most OUS workers.</p>



We Are OUS

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

EARLY RETIREMENT INCENTIVE PROGRAM

Management (OUS)	Union (SEIU)	DAS (State Workers)
NO	<p>Monthly health insurance subsidy for those taking early retirement this year.</p> <p>Subsidy lasts up to 8 years or until person is Medicare-eligible, whichever is sooner.</p> <p>Must be 55 years old and have 5 years of OUS service.</p>	Not Applicable



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

SELECTIVE WAGE INCREASES AND DIFFERENTIALS

Management (OUS)	Union (SEIU)	DAS (State Workers)
<p><u>Increases:</u> Raise 4 job classifications to higher salary ranges, because their pay is below market or there are recruitment or retention problems.</p> <p><u>Differentials:</u> Create 1 new and expand 1 current pay differential for specialized kinds of work.</p>	<p><u>Increases:</u> Raise 17 job classifications to higher salary ranges, because their pay is below market or there are recruitment or retention problems.</p> <p><u>Differentials:</u> Create 6 new and expand 4 current pay differentials for specialized kinds of work.</p>	<p><u>Increases:</u> Raise 5 job classifications to higher salary ranges, because their pay is below market or there are recruitment or retention problems.</p> <p><u>Differentials:</u> Create 2 new and expand 2 current pay differentials for specialized kinds of work.</p>



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

TEMPORARY WORKERS –

Now Represented by SEIU 503

- **Includes about 300 temporary workers at the seven universities doing work similar to what classified employees do**
- **Certified by the Employment Relations Board (ERB) on July 22 as part of our OUS bargaining unit.**



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

TEMPORARY WORKERS – Part of our contract negotiations?

- **Yes, they will be covered by our new contract**
- **We are currently bargaining exactly which parts will apply to temporary workers**
- **We expect this will not cause a delay in negotiations**



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHEN WOULD A STRIKE OCCUR?

- **Most likely during the week of September 23**
- **SEIU must give 10 days' notice, which will probably occur on September 12**
- **Bargaining will continue after we give our strike notice and we'll keep trying to reach a fair contract settlement**



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

WHAT CAN OUS DO AFTER 9/23?

- OUS can implement all or part of their “Final Offer”, which includes the half steps and no living wage floor
- Attempt to operate the universities without us



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

NEED MORE INFORMATION?

- **About the bargaining proposals?**
- **About the strike authorization vote?**
- **About what happens during a strike?**
- **About volunteering for strike duties?**
- **About available strike resources?**



We Are **OUS**

Organized United Strong
EOU • OIT • OSU • PSU • SOU • UO • WOU

HERE'S HOW TO GET IT

- **Ask a question**
- **Review the information handouts**

THANKS FOR TAKING PART AND VOTING

- Your SEIU Bargaining Team