



# Mayor's proposal vs. Proposed Union Framework

## Mayor's Proposal

- ◆ Mayor imposed layoff notices without discussions with public employee Unions
- ◆ 37.5 hour work week = 6.25%
- ◆ All city employees would have become permanently part time
- ◆ 37.5 hours is the maximum number of hours allowed, with no guarantee that all employees would be rehired at the maximum number of hours
- ◆ 3 furlough days already agreed to in addition to part time work week (6.25% + 1.25% = 7.5% total reduction in pay)
- ◆ Police and Fire are not included in sacrifices to balance budget
- ◆ The Mayor planned to permanently layoff an unknown number of city workers

## Proposed PEC / Union Framework

- ✓ Public Employee Committee (PEC) Unions, including Local 21, negotiated an equitable framework with the Mayor
- ✓ 12 furlough days = 4.62%
- ✓ FT status maintained. Furlough days are not permanent & retirement is protected
- ✓ Negotiated contract language on the full time 40 hour week was kept in place
- ✓ The 3 furlough days already agreed to are included in 12 furloughs of the new tentative agreement
- ✓ All PEC unions, including Fire, make equal sacrifices for a balanced budget
- ✓ The framework will limit the number of city workers the Mayor can lay off
- ✓ No agreement is final without a ratification vote of the membership.



"I support the framework because it saves jobs and it improves the way the City is run."

-Shawn Holle

*Safety Analyst, Health & Safety Professionals chapter President*

"I endorse the framework because it rescinds the 37.5 hour plan and reduces the number of City employees who would be laid off. 4.62% of my salary is a small price to help reduce the deficit for a City I love."

-Marshia Herring

*Health Program Coordinator III, At-Large chapter Delegate*

