



**OFFICE OF THE GOVERNOR
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Summary of Major Concessions from the State to AFSCME

After nearly a year of negotiations, AFSCME continues to reject the State's core proposals despite significant concessions, offers to return to the status quo, incentive packages, and signing bonuses. AFSCME's proposed contract would cost the state over \$3 billion over the four year term of the contract. AFSCME's proposals are unaffordable and unrealistic. The following is a short summary of concessions made by the State in order to reach an agreement.

- The State withdrew proposals to improve the efficiency of state government, including dropping an expansion of management rights, the ability to talk to employees, and to use volunteers.
- The State withdrew its proposals to reform the grievance procedure and to limit taxpayer subsidies of union activity at work sites.
- The State agreed to allow AFSCME to solicit donations for political campaigns at work and the State dropped its opposition to the distribution of union literature at work.
- The State conceded to AFSCME on the issue of holidays and withdrew its proposal on vacation accrual and vacation scheduling.
- The State withdrew its proposals to limit standby pay and call back pay.
- The State withdrew its proposals regarding changes to the pension system.
- The State withdrew its proposals to extend timelines for temporary assignments.
- The State withdrew its proposals on new position classifications and specialized skill requirements and accepted the Union's position on the definition of a vacancy.
- The State withdrew its proposals on posting requirements for job vacancies.
- The State modified its position on the employees' ability to use the bumping procedure in a layoff, no longer removing the bumping procedure, but conceding two steps.
- The State modified its position on bumping and transfer in lieu of layoff to allow for bumping and transfer and withdrew its proposal limiting the duration for recall.
- The State accepted the Union's proposal on the task force on work place violence.
- The State withdrew its proposal to strike all constraints on management's ability to subcontract, and countered with AFSCME's managed competition model for subcontracting and later conceded to the Union a policy statement favoring state workers.
- The State accepted AFSCME's proposal on bereavement leave, a proposal AFSCME has sought from multiple Governors and never before received until now.
- The State restored \$5 million to the Upward Mobility Program, subject to appropriations.
- The State modified its gainsharing proposal to improve objectivity and fairness.

- The State withdrew its health insurance premium proposal for year one of the contract and modified other key elements of its health insurance proposal.
- The State modified its incentive pay proposal to guarantee payment of bonuses to all employees who meet basic, minimum criteria.
- The State opened the first round of negotiations following the veto override vote on SB 1229 by offering every AFSCME member a \$1,000 signing bonus if the AFSCME contract was ratified by January 1, 2016. When AFSCME failed to ratify the contract by the New Year, AFSCME proposed another opportunity for employees to earn a \$1,000 bonus, provided they missed fewer than 5% of their assigned work days.