

# OUR NEXT CONTRACT



## Our #1 Priorities



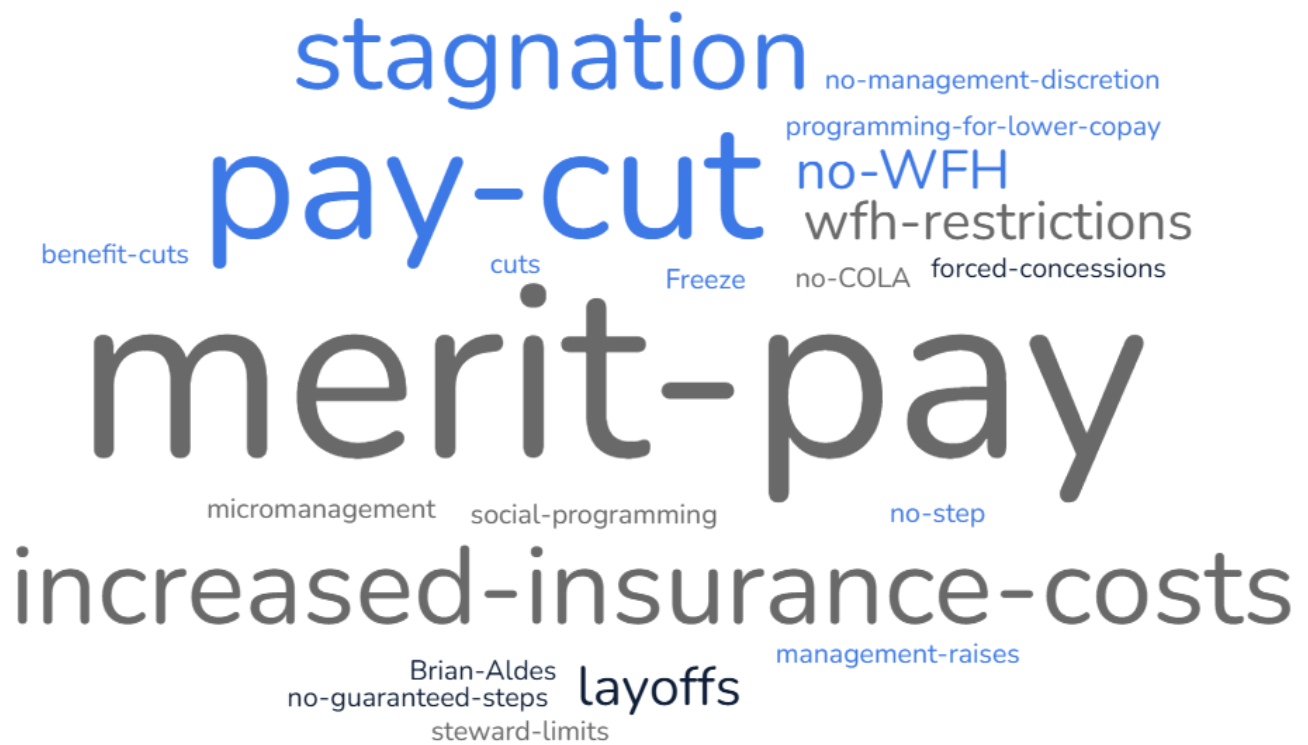
### Workers want a raise!

All of the 54 workers who filled out the survey provided a top priority for the next round of bargaining. On top of most workers' minds is our salaries, the cost of our health insurance, and caseload relief. Our current representation was unable to secure the money to be fully funded; the Board of Public Defense (BOPD) has warned that there will be no raises.

Workers do not want those bargaining to walk into the room and simply concede to the BOPD on salaries. Those negotiating must:

- Understand and question the BOPD's spending
- Further reduce health insurance costs during negotiations with the BOPD--we CAN do this
- Build a credible strike threat for the next round of negotiations to ensure the legislature knows we will fight for parity

# What We DON'T Want



## Workers don't want merit pay or pay cuts!

It is clear that workers do not want to leave pay up to the boss's discretion. It is also abundantly clear that workers will not tolerate any pay cuts or layoffs.

Further, workers do not want to see work from home (WFH) restrictions in our contract. Considering this is a non-monetary working condition, a robust WFH policy could be a meaningful improvement for workers that will not impact salaries or the BOPD's budget.

Those at the negotiating table must:

- Resist any opportunity for management to dictate workers' salaries with merit pay
- Fight any attempts to decrease salaries or layoff any worker
- Question manager's salaries: why should line attorneys bear the brunt of budget cuts?

# Non/Low Monetary Working Condition Improvements

## We can improve our working conditions even without full funding!

The BOPD has signaled there will not be enough money in the budget for raises. If that is truly the case, there are plenty of other additions to the contract that would improve working conditions that don't include raises, such as:

- Faster vacation accrual
- Improve the seniority list
- Robust work from home policies
- More mental health days
- Comp time reform, including less micromanagement (you work it, you bank it), larger bank, part-timer comp time, pay outs
- Another floating holiday
- Early retirement
- Management review
- Unused vacation/sick time to deferred comp
- Cellphone stipend
- Parking reimbursement
- Match for deferred comp
- Paid sabbatical for long term workers
- Vacation buyout
- Coffee
- Fix birthing parent/non-birthing parent parental leave policy
- Reform part-timer mileage reimbursement policy
- Eliminate up front sick and vacation leave, use money to offset insurance costs for current employees

