



National Association of Government Employees

AFFILIATED WITH THE SERVICE EMPLOYEES INTERNATIONAL UNION

Dear NAGE Member:

On Tuesday, May 15, 2018, the NAGE/Trial Court Bargaining Team reached a Tentative Agreement with the Trial Court for a collective bargaining agreement for the period July 1, 2017 through June 30, 2020. The Tentative Agreement is subject to ratification by the membership and funding by the Legislature.

We are recommending that you approve the tentative contract. I'm sure by now many of you are aware of the paltry economic offer which Governor Baker refused to modify or increase. The Union is disheartened by the Governors refusal to even offer pay-raises that keep up with inflation. While we are disappointed, we also realize the chance of getting a better economic deal is next to impossible. Unions representing over 25,000 state, county and judicial employees have already accepted this deal. We believe it's now time to do the same. In addition to the economic parameters, we feel that we are also presenting you an agreement with significant language improvements for our members.

The Tentative Agreement contains the following changes:

- 1) A 1% across the board increase retroactive to the first payroll period of July 2017;
A possible additional 1% increase retroactive to the first payroll period of July 2017, if, and only if, tax revenues for FY 2018 exceed \$27.072 Billion (as of 5/17/18, it is a realistic possibility, though NOT guaranteed, that the trigger will be hit);
- 2) A 2% across the board increase, effective the first payroll period of July 2018;
- 3) A 2% across the board increase, effective the first payroll period of July 2019;
- 4) Improved language regarding employee discipline;
- 5) Improved language regarding tuition remission for spouses;
- 6) Improved language on Bereavement Leave, allowing for seven (7) days for spouse, child, or step-child;
- 7) Increase to the amount of sick leave employees can use to care for a family member from 15 days to 30 days;
- 8) A wage reopener in the event that any other bargaining unit receives salary increases greater than those contained in our agreement.

On Friday May 25, 2018 voting instructions and ballots will be mailed to every bargaining unit member. We intend on counting the ballots Friday, June 8, 2018.

We have thought long and hard about our recommendation to you concerning the Tentative Agreement. Taking into consideration the information shared in this letter, we are recommending the membership ratify the enclosed Memorandum of Agreement.

In Solidarity,

Kimberly Gruenberg
Local 01-118 President

Margaret Thompson
Local 229 President

Dorianna Medeiros
Local 458 President