

The Real Facts for Lane County Workers

WAGES

The fact is...

Lane County administration has admitted that you have fallen behind the market in wages. Many classifications are up to 25% behind market. Your union is proposing a first-year salary adjustment that would total \$5,469,524, a 12% increase, to try to close this gap. The county is offering \$456,641. This means Lane County is offering 1% for workers who are up to 25% behind.

The fact is...

The County's finances have taken an upturn because the voters of Lane County approved a law enforcement levy, supported by unions, which took a large burden off the general fund.

The fact is...

In 2009 the County Administrator made a salary of approximately \$104,000 per year. That number was bumped to \$152,000 in 2013. Just this year it was raised to more than \$192,000/year. That amounts to an 84% increase in 8 years!

To compare, in 2009 an Office Assistant 1 at the top of the scale working full time earned \$33,821. In 2017 the County is offering an Office Assistant 1 working full time at the top of the scale \$37,544. That's only an 11% increase over the same eight-year period.

The fact is...

Our union members spent hours of their time and effort researching comparable positions across Oregon to determine which counties provide the same level of service with similar populations. The County rejected our 'comparables' even though they previously agreed to them in 2008 **AND** they were used to increase the wages for non-represented positions. Instead the County chose comparables from counties which are less populated or do not provide the same services, for example community health centers.

The fact is...

Over 70% of AFSCME's general unit, and almost 100% of the nurses' unit, are women. We also represent the lowest paid positions in the County. The County has admitted that our positions are behind market but refuse to pay the working women of Lane County their true worth.

HEALTH CARE

The fact is...

Both AFSCME bargaining units have for years sacrificed wages to maintain good health insurance benefits.

The fact is...

Lane County administration says that all other bargaining units pay a portion of their health insurance. Each bargaining unit negotiates for itself. In fact, two bargaining units AND non-represented employees hired before 2006, pay nothing toward their health insurance premium on the co-pay plan. The other bargaining units that pay a portion of their health insurance premiums have negotiated for additional benefits which are not being offered to us. In addition, we sacrificed COLAs from 2005-2008 in order to pay for PERS.

The fact is...

Lane County administration says that no employee will experience a net loss in compensation under their proposal because they are offering a one-time \$175 bonus to offset health insurance costs. If you pay \$70 per month for a family plan under the County's proposal, that will cost you \$840 per year. \$175 barely puts a dent in that \$840. For our many co-workers who make under \$40,000 per year that \$840 equals a loss of 2%, and that's before taxes. Under the County's own calculations they expect to save \$674,100 in insurance costs by shifting costs to you while offering \$5070 in one-time payments to offset the loss.

The fact is...

Lane County administration is proposing that you pay half of any increase in health insurance premiums in years two and three of this contract without knowing what those increases may be. This amounts to asking you for a blank check to cover future unknown costs.

The REAL Fact is that with the higher cost for accessing services and the cost shifting of premiums onto you, many families would see a net loss in the first year of the County's proposal and many more could see an even larger loss going forward.

The REAL Fact is that the County has prioritized bringing non-represented and executive salaries up to market at the expense of YOU who provide direct services to Lane County community members.