

Jurisdiction	Eff. Date	Exp. Date	FY 2008*	FY 2009	FY 2010	FY 2011	FY 2012	Notes
Alaska Local 52	1-Jul-07	30-Jun-10	4% July 2007	3% July 2008	3% July 2009			No negotiated increases missed, no furlough days.
California Council 57	1-Jul-06	30-Jun-08	3.4% July 2007		36 furlough days			Although there have been negotiating sessions, many unions have indicated they will not return to the bargaining table until Schwarzenegger is out of office. The governor has ordered three furlough days per month through June 30, 2010. No negotiated increases were missed.
Connecticut Council 4 Administrative Clerical	1-Jul-06	30-Jun-12	3% July 1, 2007	3% July 1, 2008	0% July 1, 2009	2.5% July 2, 2010	2.5% July 1, 2011	The prior agreement expired June 30, 2009. No negotiated increases were missed. An agreement on job security and cost savings was reached and extended the contracts through 2012. The agreement provides for no layoffs through June 30, 2011. There will be seven furlough days - 1 already taken and 3 days in each of the next two fiscal years. The agreement also provides two 2.5% wage increases. Savings in employee healthcare and a retirement incentive program were negotiated.
Connecticut Council 4 Corrections Unit	1-Jul-08	30-Jun-11	3% July 2007	3% July 2008 2.5% June	2.5% June 2010			These increases are part of an interest arbitration award.

Connecticut Council 4 Soc. & Human Services	1-Jul-06	30-Jun-12	3% July 1, 2007	3% July 1, 2008	0% July 1, 2009	2.5% July 2, 2010	2.5% July 1, 2011	The prior agreement expired June 30, 2009. No negotiated increases were missed. An agreement on job security and cost savings was reached and extended the contracts through 2012. The agreement provides for no layoffs through June 30, 2011. There will be seven furlough days - 1 already taken and 3 days in each of the next two fiscal years. The agreement also provides two 2.5% wage increases. Savings in employee healthcare and a retirement incentive program were negotiated.
Hawaii HGEA Local 152 (Unit 9 Nurses)	1-Jul-09	30-Jun-11	5% July 2007	4% July 2008				An agreement was announced on October 14. The pact includes 18 furlough days this year and 24 furlough days next year. No previously negotiated increases were missed.
Hawaii HGEA Local 152 (Units 2,3, 4,6,8 & 13)	1-Jul-09	30-Jun-11	4% July 2007	4% July 2008				An agreement was announced on October 14. The pact includes 18 furlough days this year and 24 furlough days next year. No previously negotiated increases were missed.
Hawaii UPW Local 646 Unit 1 (Blue Collar)	1-Jul-07	30-Jun-09	4% July 2007 1.16% Mar 2008	4% July 2008 1.14% Mar				The sides are said to be far apart in talks. Overtime is an issue. No previously negotiated increases were missed.
Hawaii UPW Local 646 Unit 10	1-Jul-07	30-Jun-09	4% July 2007 1.16% Feb 2008	4% July 2008 1.14% Jan 2009				Interest arbitration just concluded. The sides are still negotiating. Overtime is an issue. No previously negotiated increases were missed.

Illinois Council 31	1-Jul-08	30-Jun-12	3% July 2007 3% Jan 2008	1.5% January 1, 2009 2.5% July 1, 2009	2% January 1, 2010 2% July 1, 2010	2% January 1, 2011 4% July 1, 2011	1.25% January 1, 2012	Council 31 sued Governor Quinn over his plan to layoff 2,600 employees. On September 28, a judge ruled in AFSCME's favor and said the matter should be taken to arbitration. The state has announced plans to appeal.
Iowa Council 61	1-Jul-09	30-Jun-11	3% July 1, 2007	3% July 1, 2008	0% July 1, 2009	2% July 1, 2010	1% January 1, 2011	No negotiated increases have been missed. On October 8, Governor Culver ordered a 10% cut in the state budget for the remainder of this fiscal year. A tentative agreement including furlough days has been announced. Members are voting this week.
Kentucky Council 62	9-Sep-08	9-Sep-11						No economic terms in the master agreement. "Category unit" meetings continue in the Employment and Social Services unit and the Correcitons, Pariole and Law Enforcement unit.
Maine Council 93	1-Jul-09	30-Jun-11	2% July 2007	0% July 2008	0% July 2009	0% July 2010		No negotiated increases were missed. 10 furlough days required in fiscal 2010 and 10 more in fiscal 2011. On October 14, Governor Baldacci announced the need for further budget cuts in this fiscal year and next fiscal year.
Maryland Council 982	1-Jan-08	31-Dec-10	2% July 1, 2007	2% July 1, 2008				State employees have an annual reopener on pay. They received no increase this year and steps were frozen. Employees will be furloughed 2-5 days, depending on pay.

10 furlough

2-5 furlough

Missouri Council 72 (Direct Care Unit)	1-Oct-06	30-Jun-09						AFSCME Council 72 represents approximately 9,000 state employees in the Craft and Maintenance and Patient Care Support Units. The two MOUs are under contract extensions. Bargaining continues. No increases were missed, no furlough days so far.
Nebraska Local 61	1-Jul-09	30-Jun-11	2.5% step increase 4.5% step increase (Protective Service Unit)	2.5% step increase 4.5% step increase (Protective Service)	2.9% July 1, 2009	2.5% July 1, 2010		No furlough days, no negotiated increases missed.
New Jersey Council 1	1-Jul-07	30-Jun-11	3% July 2007	3% July 2008	3.5% July 2009 renegotiated deferred to January 2011	3.5% July 2010 in renegotiated pact, this increase will occur on		The July 1, 2009 3.5% raise deferred until January, 2011. There will be no layoffs at least until January 1, 2011. If any worker is laid off before January 1, 2011, in violation of the pledge, all workers will immediately get the deferred 3.5% increase. Between June 2009 and June 2010, there will be 10 furlough days.
New Mexico Council 18	12-Sep-05	31-Dec-08	2% July 2007	2% July 2008				Negotiations on a new agreement are wrapping up. The last two departmental supplementals may go to impasse, so it is unclear how long it may be before the agreement is voted on. No furlough days, no negotiated increases missed.
New York Local 1000	1-Apr-07	31-Mar-11	3% April 2008 FY begins in	3% April 2009	4% April 2010			CSEA reached a no layoff agreement with the state without reopening contracts. No negotiated increases have been missed, no furlough days.
Ohio Local 11	15-Apr-09	29-Feb-12	3.5% July 2007	3.5% July 2008	No general wage increases, step increases frozen for first two years	Steps unfrozen in third year (app. 4% increase)		There will be 10 furlough days in each of the next two years. No negotiated increases were missed.

Oregon Council 75	1-Jul-09	30-Jun-11	3% July 2007	3.2% Nov 2008	0% July 2009	0% July 2010		No negotiated increases missed. State workers will take 10, 12, or 14 furlough days over the next two years depending on their pay. No cost-of-living raises for the duration of the agreement. Steps frozen in year one. Each worker will get a step increase in year two equal to 4.75%.
					5-7 furlough days	5-7 furlough days		
Pennsylvania Council 13	1-Jul-08	30-Jun-11	\$1250/signing bonus July 1, 2007	3% July 1, 2008 2.25% Step - January 1, 2009	3% July 1, 2009 2.25% Step - January 1, 2010	4% October 1, 2010	2.25% Step - January 1, 2011	In order to avoid rolling furloughs, agreement was reached to temporarily reduce the state's health care benefit contribution rate by 20 percent through June, 2010, generating \$20 million in savings. The governor issued a pay freeze for all managers and non-represented employees, including the elimination of two step increments and a general pay increase scheduled to take effect between January 2009 and January 2010. Layoffs of state employees, which are called "permanent furloughs," began in August. 315 employees have lost their jobs so far. The 2009-2010 budget was signed on October 9. The governor warned that more layoffs may be necessary.
Rhode Island Council 94	1-Jul-08	30-Jun-12	3% July 2007		2.5% July 1, 2009	3% July 1, 2010 deferred until January 2, 2011	3% July 1, 2011	New agreement ratified October 6. Increase scheduled for July 1, 2010 is delayed until January 2, 2011. There will be 8 "pay reduction days" in fiscal 2010 and 4 days in fiscal 2011. There will be no layoffs, shutdown days, furlough days or additional pay reduction days through June 30, 2011.
					8 pay			

Washington Council 28	1-Jul-09	30-Jun-11	3.2% July 2007 plus \$750 lump sum	2% July 2008	2% September 1, 2009 renegotiated 0% September 1, 2009	2% September 1, 2010 renegotiated 0% September 1, 2010		The Office of Financial Management determined that original contracts were not "financially feasible" and could not be included in the budget. A second round of negotiations provided no pay increases, but maintained the employer/employee share of health premiums. In July, the Public Employees Benefits Board increased premiums, copayments, out-of-pocket expense limits and raised or established deductibles.
Wisconsin Council 24	24-Jun-07	27-Jun-09	2% July 2007	1% July 2008	2% July 2009	8 furlough days	8 furlough days	The council refused to open the contract to renegotiate the July 2% increase. The governor has ordered 16 furlough days, 8 days each fiscal year. Council 24 has an MOU on furlough implementation, signed July 6 and expiring June 30, 2011.

*State fiscal years begin in July unless otherwise noted.

Source: AFSCME Department of Research and Collective Bargaining Services – Updated October 15, 2009