

1 In recognition of our agreement to forego normal impasse procedures such as fact
 2 finding or interest arbitration for the purpose of addressing a general wage increase
 3 for fiscal year 2023, the employer offers the following proposal.

4 **2023 General Wage Increase**

5 Effective July 1, 2022 each member of each bargaining unit of the Marine Unions
 6 Coalitions shall have their base wage rate increased three and twenty-five
 7 ~~percent~~hundredths percent (3.25%). This increase is based on the base wage rates
 8 in effect on June 30, 2022.

9 **Lump Sum Distribution**

- 10 A. Effective July 1, 2022, bargaining unit employees will receive a lump sum
 11 amount as shown in subsection B, who:
- 12 1. Is hired on or before July 1, 2022.
 - 13 2. Is occupying a position that has an annual full-time equivalent base
 14 salary of less than ninety-nine thousand dollars (\$99,000.00) on July 1,
 15 2022 after all adjustments to an employee’s base salary have been
 16 completed.
 - 17 3. Base salary excludes overtime, shift differential and all other premiums
 18 or payments.
 - 19 4. Hourly employees’ annual base salary shall be the base hourly rate
 20 multiplied by two thousand eighty-eight (2,088).
- 21 B. On the July 25, 2022 paycheck, the Employer will make payments to
 22 bargaining unit employees that correspond to the annual full-time
 23 equivalent base salary as described in A.2.
- 24

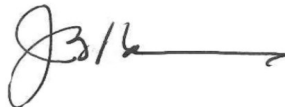
Annual Full-time Salary Equivalent		Maximum Lump Sum Payment Amount
Greater than or Equal to	Less than	
\$28,584	\$47,331	\$2,500.00
\$47,331	\$64,554	\$1,875.00
\$64,554	\$81,777	\$1,250.00
\$81,777	\$99,000	\$625.00
\$99,000		\$0.00


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1. Bargaining unit employees who occupy more than one position will receive only one lump sum payment. Eligibility for the lump sum payment will be:
 - a. Based upon the position in which work was performed on July 1, 2022; or
 - b. If no work was performed on July 1, 2022, then based on the position from which the employee receives the majority of compensation.
2. The amount for the lump sum payment for part-time employees will be proportionate to the number of hours the part-time employee was in pay status during fiscal year 2022 in proportion to that required for full-time employment.

For the Employer

For the Unions


09-21-2021
Jerry Holder, Senior Labor Negotiator
OFM/State Human Resources


9/22/21
Rhonda Fenrich, Lead Negotiator
WSF Marine Union Coalition

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