

UNION



FOR OUR **JOBS, FAMILIES & COMMUNITIES**

Our union

Who is **WFSE?**



- We are WFSE!
- WFSE is under the banner of AFSCME
- Represents over 44,000 state employees
- Consists of 49 local chapters



**Why did you choose
state service?**

Strength in Numbers



Text **rights** to 237263 to
receive your
membership card!

Our Union Contract

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FAIR WAGES

DISPUTE
RESOLUTION

BENEFITS



SAFETY AT WORK

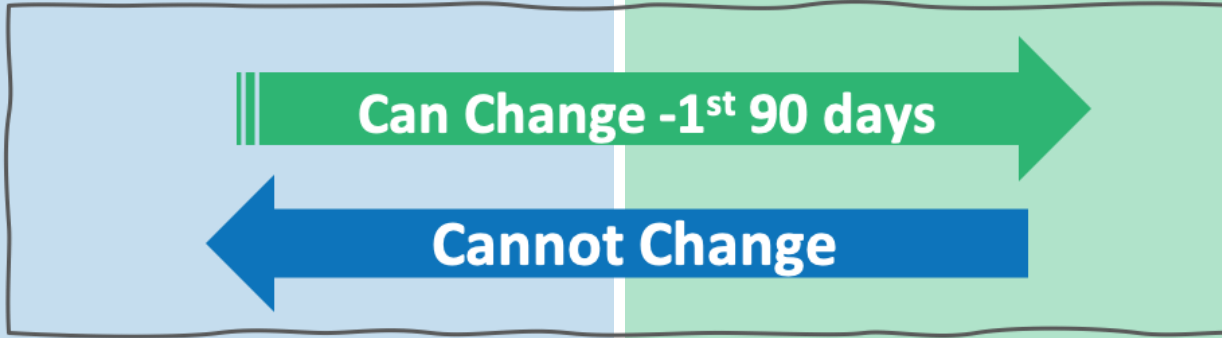
HEALTHCARE

EQUIPMENT

Retirement & Deferred Compensation

P.E.R.S. 2

P.E.R.S. 3



- 5 years vesting
- As early as 62 years + 30 years served with zero penalty
- Defined Benefit
 - Zero Fees
 - Run by Board of State Employees
 - Nationally Ranked 4-5th most stable retirement plan for past 20 + years

- 10 years vesting
- 65 years
- 1/2 Defined Benefit
- 1/2 Defined Contribution = fees

What We're Up Against



WISH LIST FOR STATE EMPLOYEES

As recommended by the Freedom
Foundation (Opt Out Today) in their
"State Budget Reform Toolkit"

- 1 FREEZE ALL HIRING**
Adopt a state hiring freeze encompassing all departments, ensuring the overall size of government doesn't grow. (page 23)
- 2 LAY OFF EMPLOYEES**
An exception to the hiring freeze would be to lay off existing employees to be replaced by new hires that are less costly. (page 23)
- 3 CUT PENSIONS**
States should consider replacing pensions with defined-contribution (401(k) style) plans for new employees. (page 24)
- 4 RAISE RETIREMENT AGE**
Recommendations to reform state pensions include raising the retirement age for new employees. (page 24)
- 5 FREEZE HEALTH PLANS**
Freeze defined-benefit OPEB plans, and replace them with defined-contribution plans for new employees, such as an HSA. (page 25)
- 6 REDUCE BENEFITS**
Recommendations for state retiree health care reform include lowering health plan benefits. (page 25)
- 7 DELAY RAISES**
Policymakers should delay automatic pay increases for state employees until rising costs of government are brought under control. (page 26)
- 8 RAISE HEALTH COSTS**
Other recommendations for reform include increasing employee contributions to health care plans. (page 25)
- 9 PURGE DEPARTMENTS**
Review 20 percent of state programs each year and recommend the elimination or consolidation of certain programs. (page 27)
- 10 PRIVATIZE JOBS**
Increase the use of privatization and contracting to lower costs. (page 40)

Produced by nwaccountabilityproject.com
From State Budget Reform Toolkit <https://bit.ly/2Dk9a5L>



Collective Power

**“No other workforce
has more at stake in
decisions made by
elected leaders.”**



Members Only Benefits

Visit
www.wfse.org/member-benefits
for a full resource guide.



- Free college
- Bachelor's degree program
- Scholarships for members and families
- Savings on travel, cell, insurance & more
- Disaster relief fund

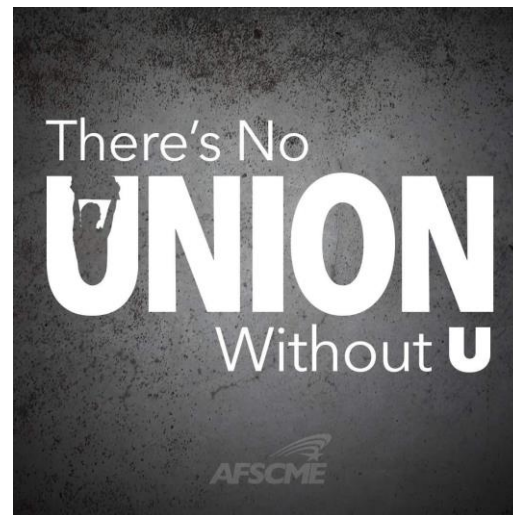
Join our union today!



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Yes! I want to be a union member.



Local Membership Meetings

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Where:

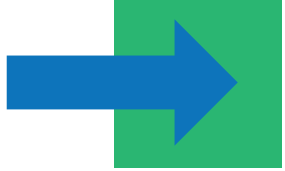
When:

Time:

Childcare available upon request
Food and beverages provided.



Member Resources



**YOUR SHOP
STEWARD**

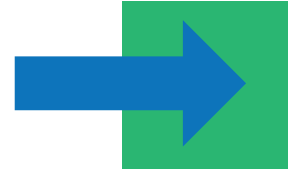


**YOUR
CONTRACT**



**Member
Connection
Center**

**833-MCC-WFSE
833-622-9373**



**COUNCIL
REPRESENTATIVES**



WWW.WFSE.ORG

Q & A

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