

**INEQUITY PROPOSAL FORM**

AFSCME COUNCIL 5, AFL-CIO  
ALL UNITS

**SUBMITTED BY LOCAL:** \_\_\_\_\_

**Proposal #:** \_\_\_\_\_

**CLASSIFICATION:** \_\_\_\_\_

**BARGAINING UNIT:** \_\_\_\_\_

**NO. OF AFFECTED EMPLOYEES:** \_\_\_\_\_

**PROPOSAL:** (Describe the increase you wish for this class.)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**EXTERNAL WAGE DATA:** (Do you have data on wages paid this class by another public or private employer? If so, please attach a copy or tell us where we can find the data.)

\_\_\_\_\_  
\_\_\_\_\_

**HAY POINTS:** (Do you have current Hay data on this class? If so, attach the information.)

\_\_\_\_\_

**COMPARABLE CLASSES:** (Are there similar classes in State service you see this class compared to? If so, which ones?)

\_\_\_\_\_  
\_\_\_\_\_

**RECRUITMENT PROBLEMS:** (Is your agency of the state in general having recruitment problems? If so, provide specifics on inability to fill vacancies.)

\_\_\_\_\_  
\_\_\_\_\_

**RETENTION PROBLEMS:** (Is your agency of the state in general having problems retaining employees on this class? If so, provide specifics on how often employees voluntarily quit or retire. Is the retention problem primarily among newer employees or among long term employees?)

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**PRIORITY** Circle one of the following: 1 2 3 4 5  
(1 = "nice to have", 5 = "strike issue")

Proposal passed by Local No. \_\_\_\_\_ on \_\_\_\_\_

Signature of Local Union President: X \_\_\_\_\_