

PSA proposal Fx12xYRxM
2024 wage-reopener
5/6/2024

5/7/24

11:05 AM

1. Reduce the mandatory employee contribution to the Staff Retirement Plan from six percent to five percent.
2. Reduction in the early retirement penalty from $\frac{1}{2}$ percent per month to $\frac{1}{8}$ percent per month.
3. Allow lump sum option for employee contributions at the time of retirement. Those who take the lump sum option may have a reduced effect on the individual's pension amount received.
4. Effective upon ratification, an off schedule payment of 1% for MEA PSA to be paid out within two pay periods of ratification.
5. Retroactive to January 1, 2024, for all active MEA PSA employees as of ratification, the salary schedule for 2024 shall be increased by 1%. The retroactive amount shall be paid out via lump sum payment within two of ratification by both parties.
6. Wellness stipend for MEA PSA of \$1350 and paid within two pay periods of ratification by both parties.

Management Proposal
2024 MEA PSA Wage Re-opener
May 7, 2024
11:30 a.m.

1. The Employers will conduct an actuarial study for a reduction in the age and years of service for healthcare eligibility.
2. Upon ratification, the salary schedule for 2024 shall be increased by two percent (2%) for MEA PSA bargaining unit members, retroactive to January 1, 2024. In addition, there will be a one percent (1%) off schedule lump-sum payment. The retroactive salary and lump-sum payment will be paid on the first pay period of the month after ratification by all USO bargaining units (MEA PSA, MEA ASO/FSA, and MESSA PSA) subject to paragraph 3 below.
3. Should all of the USO bargaining units (MEA PSA, MEA ASO/FSA, and MESSA PSA) fail to ratify a tentative agreement (TA) or enter into a LOA which includes an agreement to waive the \$350,000 payment to the MEA, MESSA, MEA Financial Services Retiree Health Benefit Trust Agreement and Declaration of Trust (VEBA), this TA is null and void.