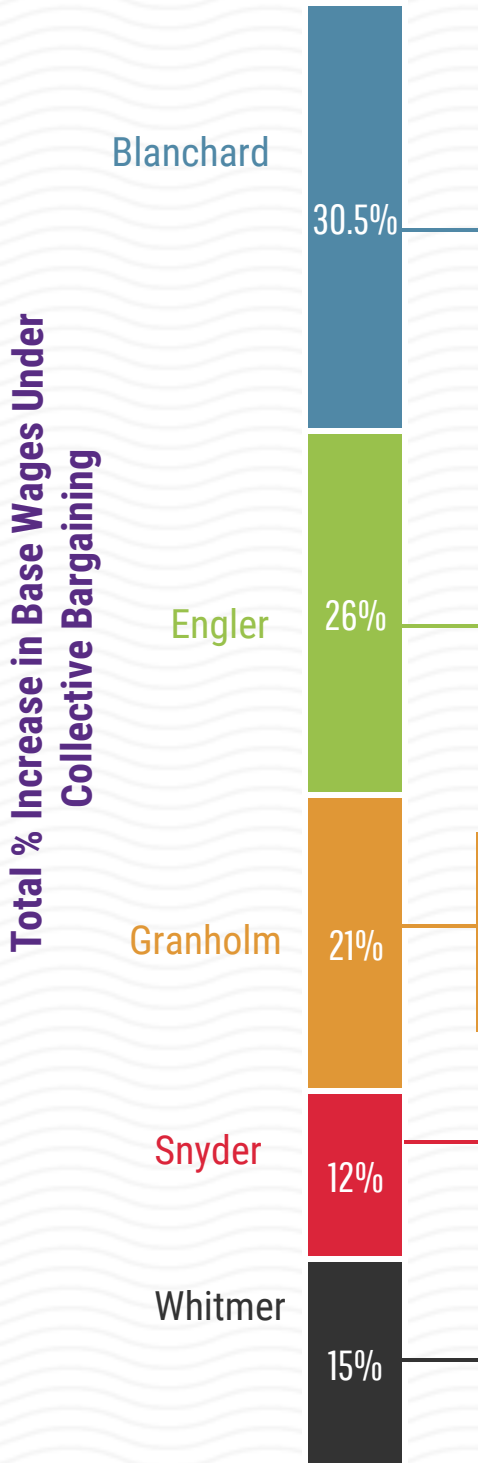


# What Union Negotiations Have Achieved

Since the inception of collective bargaining in the Michigan Civil Service, SEIU has been able to gain substantial increases in the base pay of its members. Below tells the story of what the strength of union membership can achieve for the betterment of union members.

## Years and Additional Compensation and Highlights



### Governor Blanchard 1984-1990

- Negotiated the the first-ever Professional Development Fund for Scientific and Engineering unit members to advance their professional careers.

### Governor Engler 1991-2002

- SEIU was successful in preserving the 4% wage increase in 1991 that Governor Engler tried to eliminate.
- \$2,277 in lump sum payments over this time.
- \$.29 per hour increase in 1996.

### Governor Granholm 2003-2010

### Governor Snyder 2011-2018

- Additional Lump Sum payments calculated at 4% of salary.

### Governor Whitmer 2019-Present

- 2019 October 2% wage increase + 2% Lump Sum.
- 2020 October 2% wage increase.
- 2021 April 1% wage increase; October 2% wage increase.
- 2022 April 1% wage increase; October 5% wage increase.
- 2023 October 2% wage increase.

**104.5% Total Increase In Base Wages Since 1984**