

FEDERATION OF PHHS – Local 4573 Members

READ these directions before looking at the linked spreadsheet

Department Crosswalk tells you what Division and Program you are in.

SPREADSHEET INFORMATION

The spreadsheet contains the base wages, and hire date into the position, of all our members in Local 4573. This is public information but this spreadsheet is for the use of our members **ONLY**. **If a co-worker did not receive the document, please have them contact one of the Executive Board members to check if they are an active, dues paying member.**

DO NOT use this document to beat up on co-workers. Management establishes pay at hiring.

DO NOT speak to your supervisor about information in this spreadsheet. We will address anomalies thru negotiations.

DO use the information to examine your OWN DIVISION, in your OWN JOB CODE, in your OWN PROGRAM, and those doing the SAME WORK you are doing, to see if there are anomalies that need to be examined on your own or a co-worker's behalf.

DO look at both hiring dates. One is hiring into the position, POSITION_ENTRY_DT, and one is hiring into the department, ORIG_HIRE_DT. Experience in the department should be taken into consideration.

DO contact dphhs4573.local@gmail.com with information from the spreadsheet that we may use to identify pay anomalies to bring to the attention of management in our next bargaining session.

DO email the information to us before **November 4, 2019**.

REASONING - Management may have hired new employees above the base pay of current employees in the bargaining unit, taking into consideration additional experience and/or education which IS reasonable under the Broadband Pay Plan 020.

REASONING – It is not reasonable for management to hire new employees above current employees with the same or better education and/or experience.

During our recent bargaining session, the local asked that the department fix pay anomalies in areas where current employees have the same experience and/or education as newly hired employees.

YOU CAN HELP us identify areas to examine and ask questions about.

AGAIN, please do not get angry with co-workers. Management sets pay according to Pay Plan rules. We are working in negotiations to address these issues on behalf of all our members.

THANKS FOR ALL YOU DO FOR THE STATE OF MONTANA AND THOSE YOU SERVE!