

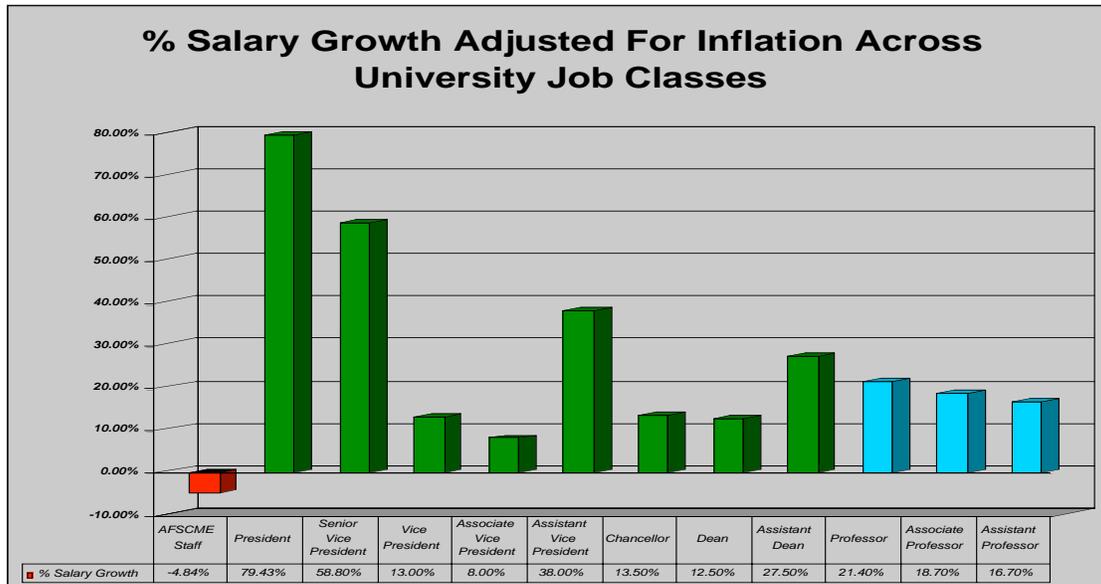
VOTE REJECT and STRIKE

Reject the U's contract offer

It's a pay cut, not a raise.

- To make economic progress, our July 1st general wage adjustment must be higher than inflation.
- Inflation is conservatively estimated at 3.5% for each of the next 2 years. The U's offer of 2.25% will leave us 7.5% below inflation at the end of this contract.

We're already 5% behind inflation.



The Administration didn't have to lower our standard of living.

- While our paychecks shrink, top administrators are enjoying huge raises.

The Administration is trying to eliminate our steps.

- Our employer is trying to take back our steps by counting them as part of our general wage adjustment.
- Steps have nothing to do with cost of living. They are recognition for experience, skills and loyalty. We don't get paid the full value of our jobs until we reach the top step.

You can't be a 1st class University, when you're a 2nd class employer.

- The U of M's labor relations are a disservice to the State of Minnesota.
- The University sets the market as one of our largest public employers; it shouldn't impoverish its employees.

We got them more, they offered us less.

- We lobbied for additional dollars for the U of M for a salary supplement. Because of our work, the University got that supplement.
- Legislators thought they were funding salary increases.
- Now the U is not following through on using the money for our salaries.

Reject the Administration's offer.

- We need a strong "reject and strike" vote.

U of M AFSCME
Clerical, Healthcare & Technical Workers