

COLA PLAN INEQUITIES

Local 88's COLA proposal attempts to get more pay equity for those in lower-paid classifications throughout the County. Having a flat percentage rate COLA with no floor just increases the wage gap over time and further supports income inequality. The Local 88 proposal would guarantee all County workers at least a \$.60/hr wage increase. With the Local 88 COLA plan would help lower-wage workers get much larger COLAs than usual.

LOCAL 88 PLAN BETTER FOR LOWER-WAGE WORKERS

Program Aides and Food Service Workers are some of our lowest paid workers. Depending on where one of these workers falls on the pay scale, the Local 88 COLA plan would give them between \$422 and \$562 more in wages next year than the County's flat rate plan.

For an Office Assistant 2 or Library Clerk, the Local 88 plan would give them as much as \$492 more next year than the County's plan.

WHAT ABOUT MY RENT?

If your rent goes up by \$50/month (a safe bet with Portland's out-of-control rent problem), that costs you an additional \$600/year. With the County's COLA plan, new Program Aides and Food Service Workers would get only \$57.16 more per month. Hopefully, their landlords don't get greedier than that...but I wouldn't hold my breath. For new Library Clerks or an Office Assistant 2, the County's plan would only give a worker \$63.03 more per month. Medical Assistants aren't much better off with only a boost of \$68.79; and a Case Manager 1, Library Assistant, Records Technician, or Community Health Specialist 2 would only get \$75.23 more each month. For higher wage workers, the County's 2.2% may be enough to cover a rent increase, but with rents going up 8.4% over the last year, for our lower-wage workers, 2.2% won't cut it.

THIS IS A PAY CUT

With rising rents not properly accounted for in the County's proposal, our lower paid workers are the most impacted. By not factoring in rising rents, the County is not keeping our wages up with the true cost of living in the Portland area—in other words, they are effectively giving you a pay cut. Don't be fooled, the County's plan is not fair or equitable and is not enough.