

## P2 Locals 269, 714,1588, and 2663 Tentative Agreement Factsheet

March 18, 2026

*This document is a summary only. The full text of the tentative agreement is available online at [council4.org](http://council4.org) or your local's website and was distributed with this factsheet.*

---

### Financial Gains:

Wage increases:           Retro to July 1, 2025: **2.5%**  
                                  July 1, 2026: **2.5%**  
                                  July 1, 2027: **2.5%**

Steps:                       Retro to January 1, 2026: **Step or Lump Sum**  
                                  January 1, 2027: **Step or Lump Sum**  
                                  January 1, 2028: **Step or Lump Sum**

Wage and Step reopener to cover July 1, 2028 and January 1, 2029.

**Top Step Bonus increases from \$750 to \$1000, retroactive to July 1, 2025.**

---

### Language Gains:

More bereavement time, covering more circumstances.

More time off available around Thanksgiving, Christmas and New Year's Day.

Improved tuition reimbursement system and increased the fund to \$400,000 per year.

Improved Transfer Language for DCF.

Class Revaluation for social work series--Likely SWT, SW, and SWS will increase in salary grade.

Inclusion of Juneteenth (we already get this holiday, but it wasn't in the contract.)

---

### Givebacks:

There aren't any. We made the above gains with no losses.

---

### Things you should know:

If you are part of an OJE currently, such as OHE, LTSS, SWCA, OEC, and more, your OJE is still on track and expected to settle soon. ***This contract settlement has no relationship with your pending OJE.***

Information sessions will be held via teams, 3/20/26 through 3/25/26. You are allowed up to one hour to attend an info session on state time.

Voting will be in person all around the state on 3/26/26. You can vote on state time.

Links and schedule of information sessions and details of voting are coming soon.

**Please Support our Tentative Agreement – Vote Yes on 3/26/26**