

**REA BARGAINING SUMMARY
2008-09 THROUGH 2018-19**

Year	COLA	Cut Days	Other
2008-09	4%	3 (Conceded 1.6% pay of the 4%)	
2009-10	Deferred 2.8%		4 day week, no prep periods
2010-11	Conceded .7% of salary; deferred 1.8%	5 (all non-student days) (2.6% pay cut)	
2011-12	Gave up previous salary deferrals	6 (5 were non-student contact) (3.2% pay cut)	Deferred step and lane changes for 2/3 of school year
2012-13	Zero	15 cut days (7.9% pay cut)	Deferred step and lane changes for six months. Zero increase to the insurance cap
2013-14	Zero	3 cut days (1.6% pay cut)	No insurance cap increase
2014-15	1.5% (.6% under CPI)	2 cut day (1.1% pay cut)	
2015-16	2.0%	1 cut day (.5% pay cut)	
2016-17	1.6%	1 cut day (.5% pay cut)	
2017-18	2.3%	One unpaid day rolled over from previous year (.5% pay cut)	
2018-2019	2.0%	Full contract	

Notes:

- In all years insurance cap increases came in under the percentage increase of insurance plans (some years were zero, as noted)
- REA's basic bargaining strategy through these years was how to save colleagues' jobs while minimizing the impact on students.