**Talking Points regarding the Commonwealth’s Proposal for PFML resolution:**

The PFMLA tax of .0375% was applied by the Commonwealth in October 2019.

The Commonwealth’s contract offer includes .05% base salary increase retroactive to July 2020, contingent upon withdrawal of the PFMLA court case. **Because this settlement is in the form of a raise, instead of a one-time payment, it is far more valuable long-term. In other words, this is a victory for us. We traded a one-time payment of .0375% for a permanent .05% increase to our income.**

**While NAGE is the only union to have had any success in the battle over PFML, other unions will also benefit from this decision.**

The increase provided for in the offer is permanent. The .05% increase will become part of your salary, and will grow over time. Successful completion of the court case would yield retroactive payment, but it would not be part of your base salary and would be temporary, pending continued negotiations.

In addition, NAGE would not be giving up on any other potential legal challenges against PFML or giving up on the legislation NAGE filed to amend PFML. As you know NAGE has filed legislation to allow the bargaining units the ability to vote to opt out of PFML if necessary, also to cap the PFML tax barring unreasonable increases by the Commonwealth and to expand the benefit to allow members to apply both their collectively bargained leave with the PFML leave to reach 100% of their pay.

NAGE is exploring a legal challenge on the commonwealth’s failure to follow the PFML law by not allowing employees on PFML to also utilize their collectively bargained leave to achieve 100% pay. The other executive branch unions are interested in potentially pursuing this as well.