

We value our employees.

Here's what we have proposed in union negotiations to date:

OUR PROPOSAL

THE CONTEXT

5.4%

avg increase in
base wages this year

3% next year

Outpaces inflation of 3.7%
(Bureau of Labor Statistics)

History of raises at Howard Brown**:

- 5% on Aug 2022;
- 2% on Feb 2022;
- higher of 3% or +\$1/hr on Aug 2021

\$1,200

contract ratification bonus

Performance bonus of 3% on Jan-June earnings
paid to 367 union employees in Aug 2023

\$19.23/hour

new minimum wage

\$19.23 is the **living wage rate** for Cook County

(Data source: livingwage.mit.edu)

**Expanded benefits
for part-time staff**

Regular part-time employees
offered group health insurance

**Howard Brown covers 96% of single Blue Cross
Blue Shield HMO coverage** for full-time
employees earning \$58,500 or less annually

New supplemental virtual behavioral health
benefit **at no cost** to employees

**2 weeks
paid leave**

for gender-affirming
surgical recovery

One new paid holiday (10 total)

+

3-5 weeks vacation; 12 sick days annually

+

6 personal days

=

43 to 53 days of available paid time off per year

** Raises after employees formed their Union in Aug 2022 require a negotiated contract

Learn more and stay up-to-date at howardbrown.org/workforce