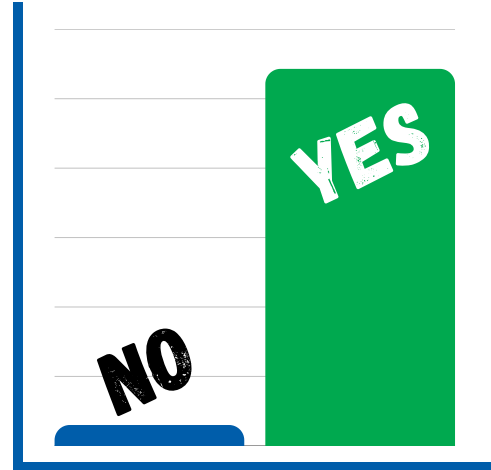


# CONTRACT RATIFIED!



**SOA GGU CONTRACT HIGHLIGHTS**  
**JULY 1, 2025 – JUNE 30, 2028**

- **Members voted to ratify this contract by a 95% YES vote**
- In addition to regular wage adjustments noted in **Articles 18.01, 21.01.A., 21.03**, ASEA was successful getting the following **additional wage increases** as cost of living Adjustments or COLAs for our July 1, 2025 - June 30, 2028 contract:



**Year 1 (2025)**  
**After July 1st:**  
**3% wage increase**  
**\$2,500 lump sum\***  
Seen on pay day, 7/18/25

**Year 2 (2026)**  
**After July 1st:**  
**3% wage increase**  
**\$2,000 lump sum\***  
Seen on pay day, 7/17/26

**Year 3 (2027)**  
**After July 1st:**  
**a minimum 5% wage increase**  
Seen on pay day, 7/16/27

*\*Lump sum increases apply to permanent full-time employees, regardless of seasonal or probationary status*

**VIEW YOUR SOA GGU CONTRACT 2025-2028**



got ideas for the next contract?

## **CONSIDER BEING A NEGOTIATOR!**

ANTICIPATED TIMELINE FOR **2028-2031** CONTRACT:

- **Winter 2026** (December): Nominations for CNC Members
- **Spring 2027** (March): Election for CNC members
- **Fall 2027** (September): CNC member-wide survey
- **Fall/Winter 2027** (October): SOA invited to begin bargaining
- **Spring 2028** (April): Anticipated completion of bargaining and
- **Spring/Summer 2028** (May/June): Contract ratification vote

TEXT **GGUCNC** TO THE SIX-DIGIT NUMBER **237-263** FOR TEXT ALERT UPDATES

**ASEAHQ@AFSCMELOCAL52.ORG**