

**State Employment Relations Board
Fact Finding/Conciliation
Report Statistics**

Calendar Year	2015				2016				2017				2018			
	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Fact-Finding Hearings	26	23	19	23	20	22	27	15	14	31	16	16	21	25	15	
Recommendations Rejected	10	7	7	12	7	12	15	4	4	11	10	8	7	13	3	
Mediation Attempt Reported	69.2%	65.2%	47.4%	30.4%	75.0%	45.5%	74.1%	60.0%	57.1%	54.8%	71.0%	56.0%	79.2%	50.0%	73.3%	
Wages as an Issue	84.6%	82.6%	94.7%	95.7%	90.0%	86.4%	81.5%	100.0%	71.4%	90.3%	100.0%	100.0%	85.7%	100.0%	93.3%	
Employer Average Wage Offer	1.44%	1.36%	1.40%	1.31%	1.40%	1.61%	1.18%	1.28%	1.13%	1.54%	2.01%	1.69%	1.78%	2.08%	2.00%	
Employee Organization Average Wage Request	3.15%	3.35%	2.99%	3.04%	2.81%	3.07%	2.98%	3.36%	2.98%	2.87%	3.50%	2.89%	3.51%	3.39%	3.33%	
Wage Award - Annual Average	1.83%	1.99%	2.01%	1.82%	1.97%	2.05%	2.07%	2.07%	1.84%	2.40%	2.44%	2.09%	2.43%	2.52%	2.37%	
Wage Award - 1st Year Average	1.64%	1.92%	1.95%	1.92%	2.05%	1.96%	2.18%	1.75%	1.88%	2.41%	2.36%	2.03%	2.70%	2.59%	2.18%	
Wage Award - 2d Year Average	1.98%	2.09%	1.95%	1.72%	1.96%	2.05%	2.16%	2.27%	1.77%	2.45%	2.33%	2.03%	2.24%	2.42%	2.41%	
Wage Award - 3d Year Average	1.87%	1.95%	2.14%	1.81%	1.90%	2.16%	1.87%	2.19%	1.86%	2.34%	2.62%	2.23%	2.35%	2.57%	2.53%	
Conciliation Hearings	8	5	1	4	8	4	8	6	3	4	9	3	3	5	2	
Conciliation Average Wage Award	2.10%	2.25%	1.33%	1.97%	2.16%	2.00%	1.91%	1.28%	2.50%	2.73%	2.21%	2.50%	1.75%	2.93%	2.00%	

Based on Percentage Increases recommended by Fact-Finders and Conciliators. Reopeners and CBAs less than three years in duration are included in years one and/or two. Does not include lump sum payments, pay range modifications, or across the board increases to individual classifications or pay ranges that can also be awarded in addition to percentage increases.