

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

Calendar Year	2014				2015				2016				2017			
	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter	1 <sup>st</sup> Quarter	2 <sup>nd</sup> Quarter	3 <sup>rd</sup> Quarter	4 <sup>th</sup> Quarter
Fact-Finding Hearings	26	37	29	24	26	23	19	23	20	22	27	15	14	31	16	
Recommendations Rejected	10	14	15	9	10	7	7	12	7	12	15	4	4	11	10	
Mediation Attempt Reported	42.3%	37.8%	55.2%	70.8%	69.2%	65.2%	47.4%	30.4%	75.0%	45.5%	74.1%	60.0%	57.1%	54.8%	71.0%	
Wages as an Issue	80.1%	81.1%	86.2%	100.0%	84.6%	82.6%	94.7%	95.7%	90.0%	86.4%	81.5%	100.0%	71.4%	90.3%	100.0%	
Employer Average Wage Offer	1.29%	1.16%	1.47%	1.49%	1.44%	1.36%	1.40%	1.31%	1.40%	1.61%	1.18%	1.28%	1.13%	1.54%	2.01%	
Employee Organization Average Wage Request	2.82%	3.02%	3.13%	2.96%	3.15%	3.35%	2.99%	3.04%	2.81%	3.07%	2.98%	3.36%	2.98%	2.87%	3.50%	
Wage Award - Annual Average	1.90%	1.89%	2.10%	2.17%	1.83%	1.99%	2.01%	1.82%	1.97%	2.05%	2.07%	2.07%	1.84%	2.40%	2.44%	
Wage Award - 1st Year Average	2.00%	1.72%	1.99%	1.93%	1.64%	1.92%	1.95%	1.92%	2.05%	1.96%	2.18%	1.75%	1.88%	2.41%	2.36%	
Wage Award - 2d Year Average	1.82%	1.92%	1.94%	2.26%	1.98%	2.09%	1.95%	1.72%	1.96%	2.05%	2.16%	2.27%	1.77%	2.45%	2.33%	
Wage Award - 3d Year Average	1.88%	2.01%	2.38%	2.32%	1.87%	1.95%	2.14%	1.81%	1.90%	2.16%	1.87%	2.19%	1.86%	2.34%	2.62%	
Conciliation Hearings	3	7	8	8	8	5	1	4	8	4	8	6	3	4	9	
Conciliation Average Wage Award	1.67%	1.89%	1.13%	2.11%	2.10%	2.25%	1.33%	1.97%	2.16%	2.00%	1.91%	1.28%	2.50%	2.73%	2.21%	

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.