

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

Calendar Year	2018				2019				2020				2021			
Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Fact-Finding Hearings	21	25	15	24	25	15	13	14	12	10	20	11	18			
Recommendations Rejected	7	13	3	7	8	7	5	4	6	7	8	4	6			
Mediation Attempt Reported	79.2%	50.0%	73.3%	65.2%	44.0%	60.0%	46.2%	42.9%	73.0%	70.0%	40.0%	33.3%	67.0%			
Wages as an Issue	85.7%	100.0%	93.3%	90.9%	88.0%	100.0%	100.0%	100.0%	91.6%	90.0%	95.0%	90.9%	94.7%			
Employer Average Wage Offer	1.78%	2.08%	2.00%	1.72%	1.67%	1.30%	1.80%	1.94%	1.70%	2.05%	2.04%	1.72%	1.83%			
Employee Organization Average Wage Request	3.51%	3.39%	3.33%	3.34%	2.75%	3.51%	3.12%	3.67%	3.07%	3.62%	2.96%	2.76%	3.44%			
Wage Award - Annual Average	2.43%	2.52%	2.37%	2.23%	2.09%	2.25%	2.47%	2.64%	2.33%	2.82%	1.94%	2.14%	2.50%			
Wage Award - 1st Year Average	2.70%	2.59%	2.18%	2.28%	2.05%	2.00%	2.48%	2.74%	2.20%	3.26%*	1.52%	2.20%	2.44%			
Wage Award - 2d Year Average	2.24%	2.42%	2.41%	2.23%	2.09%	2.23%	2.43%	2.58%	2.50%	2.66%	2.15%	2.33%	2.50%			
Wage Award - 3d Year Average	2.35%	2.57%	2.53%	2.18%	2.11%	2.53%	2.50%	2.60%	2.30%	2.56%	2.14%	1.90%	2.58%			
Conciliation Hearings	3	5	2	7	2	1	4	4	0	0	6	1	1			
Conciliation Average Wage Award	1.75%	2.93%	2.00%	2.44%	2.33%	1.33%	1.46%	2.67%	N/A	N/A	2.70%	2.50%	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, shift differentials, rank differentials or across the board increases to individual classifications or pay ranges that can also be awarded in addition to percentage increases.

* Please note that the 1st year average wage award (in 2nd Quarter 2020) was higher than normal due to one fact-finding award of 8.5%