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		Protected Careers	Improved Benefits & Compensation	Elevated Public Employment
1959	UPEA is founded to advance public employment as a career.			✔
1961	Sponsored legislation to permit state employee participation in group insurance programs and to establish a retirement system.		✔	✔
1963	Lobbied for a statewide employer-participating life insurance program.		✔	✔
1964	Signed endorsement agreement with Nationwide Insurance providing a discount for members.		✔	
1965	Facilitated the establishment of the merit system, which protected 84% of state employees during its first year.	✔	✔	✔
1966	UPEA developed a grievance procedure process, which was accepted by state administration.	✔	✔	✔
1967	Lobbied for the passage of an increased sick-leave accumulation and payment of accrued compensatory time not used within 6 months.	✔	✔	✔
1968	Promoted legislation to establish improved salary levels.		✔	✔
1969	Secured additional sick and annual leave accrual benefits. Added new benefits to the health and accident insurance plan.	✔	✔	✔
1970	Successfully promoted legislation providing for four, three-day holidays for state employees, increases in salary, per diem allowances and employer contributions to the health insurance program.		✔	✔
1971	Forced the removal of restrictions which prohibited employees from making more money than the heads of their departments. Lobbied to increase retirement benefits by 20% and extended merit status to employees in the Secretary of State, Auditor, Treasurer, and Judiciary offices.	✔	✔	✔
1972	Secured complete funding of the retirement program, permitting employers to pay the employee contribution. Lobbied for the passage of the State Classification and Compensation Act which provided an automatic cost-of-living increase anytime the cost-of-living exceeded two percent. Garnered a merit increase of 5% for each eligible employee. Initiated a "back pay for overtime worked" suit which resulted in a settlement of \$59,250.	✔	✔	✔
1973	Endorsed a benefits package which included a cost-of-living increase, extra insurance contributions by the state, and improved retirement that included a uniform schedule of benefit increases for retirement prior to age 65.	✔	✔	✔
1974	Secured a 7.4% salary increase and a 2.8% merit increase.		✔	
1975 1980	Successfully lobbied for pay increases that consistently reflected the value of public employees to the state of Utah.		✔	
1981	Victorious in maintaining the Utah State Retirement System as a public trust rather than a fund. Defeated a bill which would have allowed only 50% of vacated positions to be filled. Fought to reinstate the merit opportunity and give employees a 4% COLA.	✔	✔	✔
1982	Lobbied for an 8.5% cost-of-living adjustment and 2% for merit pay.	✔	✔	✔
1983	Secured dental insurance for state and higher education employees. Lobbied to increase the state's contribution for employee health insurance from 80% to 90%. Established a long-term disability program to pay workers 65% of their salary if they are involved in a catastrophic injury. Lobbied for a retirement act which permitted Public Safety employees to retire after 20 years of service with full benefits. Introduced bills which would allow public employees full political rights including running for partisan political offices, these same political rights were granted to city and county employees. Public sector workers also allowed to participate in political conventions.	✔	✔	✔

1984	Garnered a 4% COLA for state employees and legislative approval for a new longevity plan. Employees at the top of the pay scale are able to receive periodic increases for standard performance or better. Instituted a campaign to place comparable worth practices in the public eye. Sponsored a measure to use .75% of the state budget to cover insurance premium increases. Supported legislation to allow public safety employees to earn interest on funds earned in the Public Safety Retirement System. Initiated a 5% pay increase for University of Utah Hospital employees to make up for budget-related salary cuts.			
1985	Fought to defeat plans that would alter merit pay schedules; petitioned against allowing the federal government to tax employee benefits; lobbied for a 5% salary and merit package.			
1987	Battled in three court hearings, and spent \$35,000 in legal fees, to allow 2 state employees to keep their seats in the House of Representatives; killed six privatization bills aimed at eliminating public employee jobs; added 3 UPEA members to the Utah State Retirement Membership Council; lauded as the “most powerful lobbying group;” argued against changes in annual leave policies; opposed implementation of the Decision Band Method (DBM) of classifying state jobs; and formed a retired member coalition to deal with retirement concerns, cost-of-living issues and benefits.			
1988	Drafted a bill establishing a higher education personnel management act; supported a bill allowing open salaries and wages for public view; negotiated with personnel officers about rules and regulations and won due process for employees; helped the Division of Personnel Management gain department status and a new name: The Department of Human Resource Management.			
1989	Established a Privatization Policy Board to monitor and manage potential privatization within state agencies; established a non-contributory public safety retirement system that gave public safety members an increase in pay.			
1990	Secured a 2% retirement credit formula for all years worked; increased retirement benefits for a person retiring in 1990 with 30 years of service from 47.7% of three highest years average salary to 60%; maintained parity on legislative appropriated monies for all public employees (Higher Education, Public Education, and State Employees).			
1991	Protected merit funding of 1.6% from being used to subsidize a \$15 million state revenue shortfall; won passage of a bill allowing counties the right to establish incentive programs; lobbied to replace 1% merit increases with variable increases ranging from 1% to 5%.			
1992	Re-established a step-based pay plan for state employees; secured a mid-year merit step increase of 2.75% for qualifying state employees; won approval for state agencies to grant a second, one-step increase for employees earning exceptional ratings; secured funding equal to 1% to address classification and pay equity needs of state employees; procured funds for salary increases for higher education classified employees equal to 3%.			
1993	Lobbied and won a pay and benefits package that funded a merit step, covered health insurance increases, and provided selective salary adjustments; won a 3.3% compensation package for higher education employees.			
1994	Following a seven year battle, UPEA won legislative approval for an improved 25-year retirement option for participants in the Utah State Retirement System; secured a compensation package of 4.5 % for state employees; lobbied for a new death benefit for “Division A” public safety officers, which increased the final average salary for surviving spouses from 37.5% to 65%; defeated an attempt to change the merit status of 492 non-clerical employees in the Division of Family Services in the Department of Human Services.			
1995	Maintained a 4% compensation package after successfully fighting GOP senators who were in favor of chopping the compensation package to 3.0% and then distributing the money as “bonuses” at agency discretion; supported HB107, Post Retirement Employment, which allows workers to retire and then be rehired by another agency that participates in the Utah Retirement System and continue drawing their entire monthly pension without penalty; amended HB124, Retirement Law Amendments, to preserve an employee’s right to include overtime pay when calculating retirement benefits.			
1996	Obtained a 4% COLA for state employees and additional compensation funded for most law enforcement personnel; gained significant changes to the new Workforce Services legislation; stopped legislative efforts to pass a bill to ban political action deductions for UPEA members (SB166); strengthened language for public employees on the Privatization Policy Board (HB49); ran legislation to improve longevity compensation and increase sick leave cash out.			

1997	Negotiated a 5% pay package for state employees that funds a 2.65% COLA and 2.35% to for health and retirement benefit cost increases. Higher Education compensation included 3% for pay.			
1998	Negotiated a 3.5% compensation package. Eligible employees will receive at least a 5% merit step increase. The health and dental insurance increases were funded separately rather than taken out of the pay package. Market comparability adjustments were funded by agency turnover and savings.			
1999	Despite a cash-strapped legislative session UPEA obtained a 2.5% COLA for state employees; pushed for Higher Education Appropriations Act intent language that would fairly and equitably distribute Higher Education compensation between faculty, classified staff, and professional staff; worked with legislative leadership for intent language in the Higher Education Appropriations Act to have the Board of Regents study the possible reduction of health insurance premiums by creating one risk pool; opposed privatization of public services by defeating SB49.			
2000	Successfully opposed a measure allowing anyone to bring a civil action against a child care protection employee; sponsored HB272, Annual Leave Accrual for State Employees; supported SB19, Survivor Benefits of Employees, allowing continued health insurance coverage for a spouse and children when there is a line of duty death; successful in acquiring intent language to specify any reduction in retirement contribution funds will be used for enhancing compensation and benefits; worked to ensure a study of Higher Education personnel practices; opposed amendments to the Privatization Policy Board and privatization of adoption of children in state custody programs.			
2001	Lobbied for a \$33.1 million (6.6%) compensation package that included a merit step increase (2.75%), market adjustment (0.5%), funding for the health increase (2.1%), discretionary funds (1.3%), and a one-time bonus for employees in longevity (\$500 for an above average rating, \$700 for an exceptional rating).			
2002	Preserved \$12 million to fund PEHP increases; created the Law Enforcement Coalition Network (LECN), which is a grassroots initiative that involves Public Safety Retirement System employees and retirees to change the Public Safety Retirement COLA from 2.5% to 4%.			
2003	A budget crisis and budget problems caused the UPEA State Board of Directors to unanimously agree to concentrate their lobbying efforts to health insurance and retirement issues. This effort altered the association's legislative priorities. In addition, UPEA preserved the funding for a \$12 million health insurance increase and a retirement increase.			
2004	Budget problems continued to plague the legislature, but UPEA was successful in obtaining a 1% COLA and a 1% bonus for state employees. Successfully lobbied to prevent a health insurance premium increase. Supported HB263, which allowed members of the Contributory Retirement System an option to purchase 5 years of service credit.			
2005	Obtained a 2.5% COLA, funding for market comparability adjustments across state government, and full funding of the health insurance increase. Lobbied against HB213 and filed a subsequent lawsuit in Third District Court. The bill creates a new formula to calculate post retirement health insurance. Ultimately the lawsuit was heard before the Utah State Supreme Court who ruled in favor of the state of Utah.			
2006	Successfully lobbied for a 3.5% COLA and full funding of the health insurance and retirement rate increase.			
2007	Negotiated a 3.5% COLA, 1.5% for discretionary pay increases, and full funding for the health insurance increase. UPEA stymied HB377 which would have weakened the pension system by providing an optional defined contribution retirement plan. Fought against post-retirement employment restrictions.			
2008	Secured a 5% COLA for state employees, which resulted in no health insurance increases for employees in the PEHP Advantage and Summit plans. UPEA was victorious in overcoming punitive privatization legislation, which would have dismantled the Privatization Policy Board. Successfully lobbied SB19 which raised the COLA from 2.5% to 4% for the Public Safety Retirement System.			

UPEEA



Utah Public Employees' Association

Benefits of Membership:

- Legislative lobbying
- Assistance and representation for job-related matters
- Representation at all levels of government
- Access to member-only discounts and promotions
- Information and education about issues that matter to public employees
- Leadership opportunities
- Training and professional development
- Additional insurance protection
- Scholarship opportunities

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Founded in 1959, UPEA is an independent, member-based association representing state, county, city, higher education, and special service district employees. It is not, and never has been, affiliated with a union of any kind.

UPEA is very important to the political process in the state of Utah. The strength of the Association lies in its numbers, member involvement and the experience of its staff.

The UPEA lobby team works with members to improve public service, ensuring that public employees are protected, compensated and appreciated.

Public employee issues require constant monitoring, revision and advocacy. UPEA works full-time with policy makers to protect public employees.