



Frequently Asked Questions

Q. What is the Step Up Campaign?

A. The Step Up Campaign is AFSCME's response to the continued refusal of the State of Iowa to move employees up the pay scale. AFSCME believes state employees who have been shown to be quality employees should be moving up the pay scale, and that the State is violating their own rules when they refuse to give merit increases to their employees. This is our attempt to make the State of Iowa follow their own rules, and start doing the right thing by granting within-grade pay increases to those employees that have shown their hard work and dedication.

Q. How can AFSCME help me get a step raise?

A. AFSCME believes the State and Regents' own merit rules require some amount of within-grade pay increases after receiving a satisfactory evaluation. We are prepared to begin helping our members fill out the proper grievance paperwork and to argue the case for each individual member that demonstrates what we already know: that dedicated public service workers deserve a raise.

Q. Do I have to be an AFSCME member to do this?

A. Any state employee can file a grievance alleging a violation of personnel rules against the State of Iowa, whether a member of our union or not. However, only AFSCME members will receive assistance of AFSCME representatives in filing their grievances and arguing the case before management and PERB.

Q. If I do this, does that mean I will definitely get a step raise?

A. No, it does not. We cannot guarantee that we will win any grievance. However, we do believe we have a sound argument to make that says the State is required to give some

amount of a raise to employees who meet expectations in their evaluation. What we do know is that when we just leave it to the State to decide, they usually choose to deny giving a raise. We believe this is unacceptable. Even if we are wrong in our interpretation of the merit rules, we still believe the State has a moral and a managerial responsibility to grant within-grade step increases in order to reward quality work and encourage employee retention. We are prepared to do everything in our power to make sure the State of Iowa does the right thing and starts showing their hardworking employees some respect.

Q. Will I get in trouble for requesting a step raise?

A. It would be a violation of the law for the State to retaliate against you for exercising your right to ask for a raise, or to file a grievance against the state alleging a violation of the merit rules. AFSCME would be prepared to defend your rights if you faced any kind of retaliation for participating in the Step Up Campaign.

Q. How do I STEP UP and join my union?

A. Becoming a member is easy. You just get with an AFSCME representative and sign up through our secure online dues collection system (called PledgeUp). All you need is your banking information or a credit/debit card to sign up. Signing up is secure and does not store any of your financial information in our system. Employers no longer know who is a member and who is not.