

# OPEA'S Record Of Success

Since its inception in 1975, the Oklahoma Public Employees Association has worked to make life better for state employees and the people they serve. Here are some of the Association's accomplishments during the past three-plus decades:



**1982**  
✓ Longevity pay was established.

✓ The state started paying for dental insurance for employees.

**1985**  
✓ The state began paying for disability insurance for employees.

**1986**  
✓ The State Employee Bill of Rights was created to ensure state employees full participation in the political process.

**1987**  
✓ A death benefit was established for retirees.

**1988**  
✓ The retirement insurance subsidy was established.



**1989**  
✓ A family leave policy was implemented for state employees before a similar federal bill was passed.

✓ The SoonerSave program was established.

**1990**  
✓ The Leave Sharing Program was established.

**1991**  
✓ Electronic deposit was established.

**1992**  
✓ An Alternative Dispute Resolution Program was established to help resolve workplace grievances.

✓ A Pension Protection Plan was created to keep state leaders from spending retirement funds.

**1996**  
✓ Annual leave was increased for employees with 10 years or more of service.

✓ A severance package was established for RIFed state employees.

**1997**  
✓ The SoonerSave match was established.

✓ Mileage reimbursement was raised to the IRS rate.

**1999**  
✓ The 50-percent dependent insurance subsidy was established.

✓ A process was established to allow state employees to compete for their jobs when privatization is proposed.

**2000**  
✓ The dependent insurance subsidy was increased from 50 percent to 75 percent.

✓ The insurance subsidy for retirees was increased.

**2001**  
✓ The benefit allowance was changed to guarantee that the subsidy would increase as the cost of insurance increases.

✓ Annual leave was increased to 15 days for employees with up to five years of service and to 18 days for employees with five to 10 years of service.

**2002**  
✓ The privatization process was strengthened to ensure employee rights.

**2003**  
✓ Employee rights were strengthened in discipline and hiring.

**2005**  
✓ Employees were given the right to appeal evaluations to the Merit Protection Commission.  
✓ The Office of Personnel Management began overseeing the process of unclassifying positions.

**2006**  
✓ Active and retiree insurance premiums were blended to provide retirees with more affordable health insurance.



**2007**  
✓ Minimum pay for state employees was established at the federal poverty rate for a family of three.

✓ Reimbursement for education loans was established for state employees.



**2008**  
✓ OPEA defeated efforts to lower the state employee benefit allowance.

✓ OPEA secured a 4 percent cost-of-living adjustment for retirees.

✓ OPEA protected the state defined benefit retirement plan from efforts to switch to a defined contribution plan.

## State Employee Pay Raises

1980	10 percent
1981	Raises based on the Hay Study
1985	8 percent on the first \$30,000
1988	5 percent
1989	\$400
1990	\$1,000
1992	2.5 percent
1994	6 percent
1996	\$1,200
1998	The higher of 4 percent or \$1,250, up to \$2,000
2000	\$2,000
2004	\$2,100
2006	5 percent

Oklahoma Public Employees Association

13 N.E. 28th St. • Oklahoma City, OK 73105 • (405) 524-6764 • (800) 880-6732 • www.opea.org