



**CONGRESSIONAL
PROGRESSIVE
STAFF ASSOCIATION**

What's the Deal with the MRA? CPSA Survey Findings, Analysis and Next Steps

Contact us: CPSA.Info@mail.house.gov

Introductions

- Thanks for coming!
- This survey is brought to you by the full CPSA Steering Committee



Agenda

- Background
- Survey Methodology
- Findings - Who got their raise, and how much was it?
- Findings - Staff satisfaction post MRA increase
- Next Steps, Comments and Questions
- Upcoming events



Background - House

- MRA levels falling consistently since 2010
- Pandemic, January 6, record burnout
- In February 2020, Dear White Staffers launches
- Hoyer and Jeffries lead letter asking for a 20% MRA in April 2021
- CPUSA launches in June 2021
- Rep. Ocasio-Cortez's June 2021 letter asking for a 21% MRA increase to return to 2010 levels
- CPUSA Working Conditions Survey conducted January 2022, outside groups release findings corroborating
- Congressional Workers Union announces organizing push on February 4th, 2022.
- A 21% MRA increase is included in the appropriations package on March 9th, 2022
- Speaker announces \$45,000 pay floor on May 6th, 2022
- House passes Andy Levin unionization resolution on May 10th, 2022.



Background - Senate

- Senate Staff Send Letter to Schumer asking for parity with the House's \$45,000 salary floor on July 11th, 2022.
- CPSA and Demand Progress Lead Letter to Schumer requesting a \$45,000 salary floor on July 22nd, 2022.
- On July 29, funding for each Senate office to pay all staffers \$45,000 included in FY2023 Senate Leg. Branch appropriations bill. The funding is currently non-binding.



Progressive politics and grassroots organizing are changing the way Congress functions.

We have the numbers and the support to make Capitol Hill a more fair place.



When we win, we make sure that everyone is benefiting, especially those with the least.

So, let's talk about how offices handled the MRA increase.



Methodology

- Publicly shared Google Form survey open for response from June 22 to July 1, 2022
 - Shared through CPSA newsletter, Hill newsletters, social, word of mouth
- Sample: 273 respondents verified as congressional staff through congressional directory
- Questions asked if staff had received a raise, size of the raise, and how offices handled the raise process
- Full copy of survey questions to be made available at cpsadc.org



Raises Received - Top Line

- 86% of respondents received a raise
- 88% of House staff received a raise
- 65% of Senate staff received a raise
- Percent of staff who received raises by office:
 - Personal, DC: 87%
 - DO or State: 93%
 - Committee, Subcommittee: 65%
- The average raise was \$9,456.23
- Median raise was \$10,000
- 25th percentile raise was \$5,000
- 75th percentile raise was \$12,600
- Five percent of staff saw a raise of \$20,000 or more



Raises Received - Managers and Workers

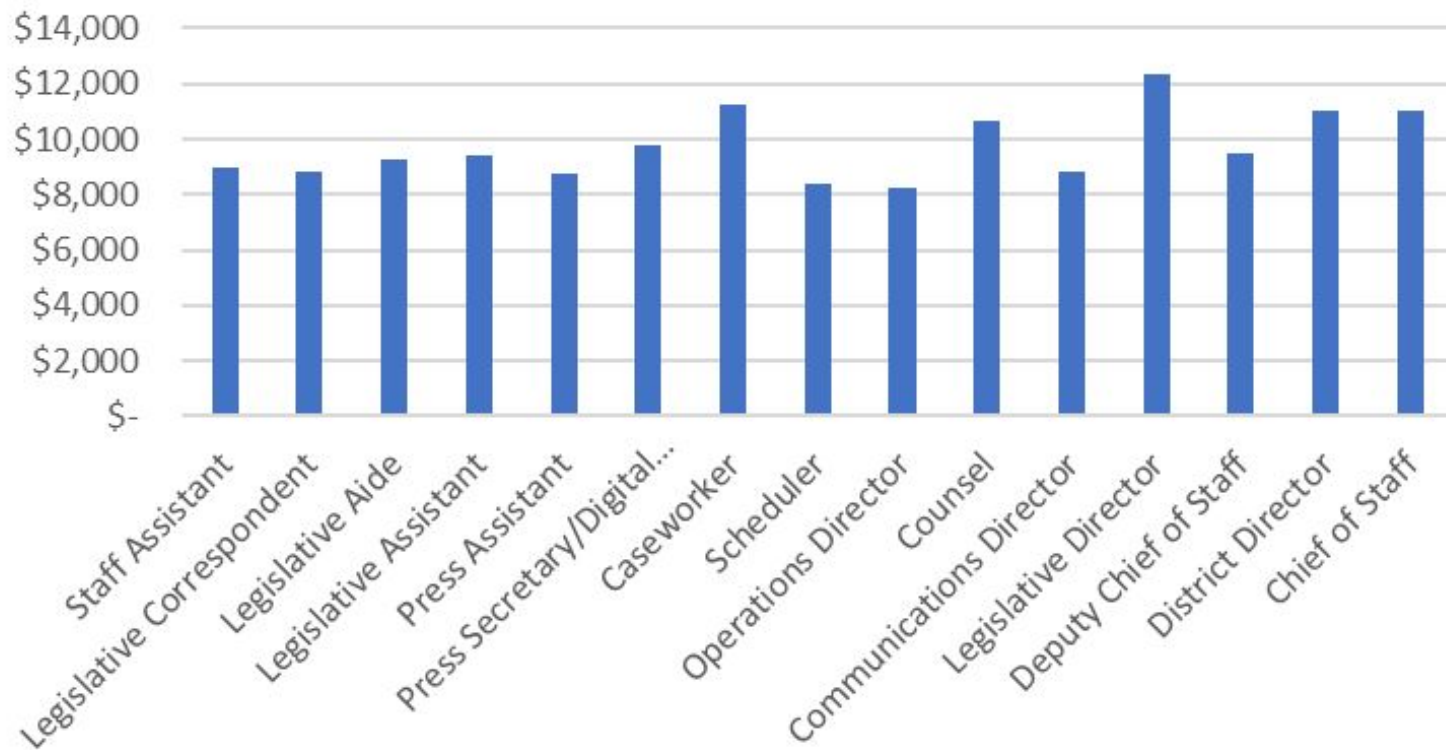
- 87% of non-management workers obtained a raise
- 77% of managers received raises
- Non-management workers earned an 18% raise on average
- Managers earned a 13% raise on average
- Non-management staff averaged a raise of \$9,467.20
- Managers averaged a raise of \$9,406.12
- Median raise for non-management staff was \$10,000
- Median raise for managers was \$10,000

Raises and the Power of Organizing

- 97% of staffers in offices who bargained collectively with management received raises, making them 10 percentage points more likely to receive a raise than the average staffer.
- Average raise for staffers who bargained collectively was \$12,413.79, which was 31% higher than the average raise.



Average Raise by Position

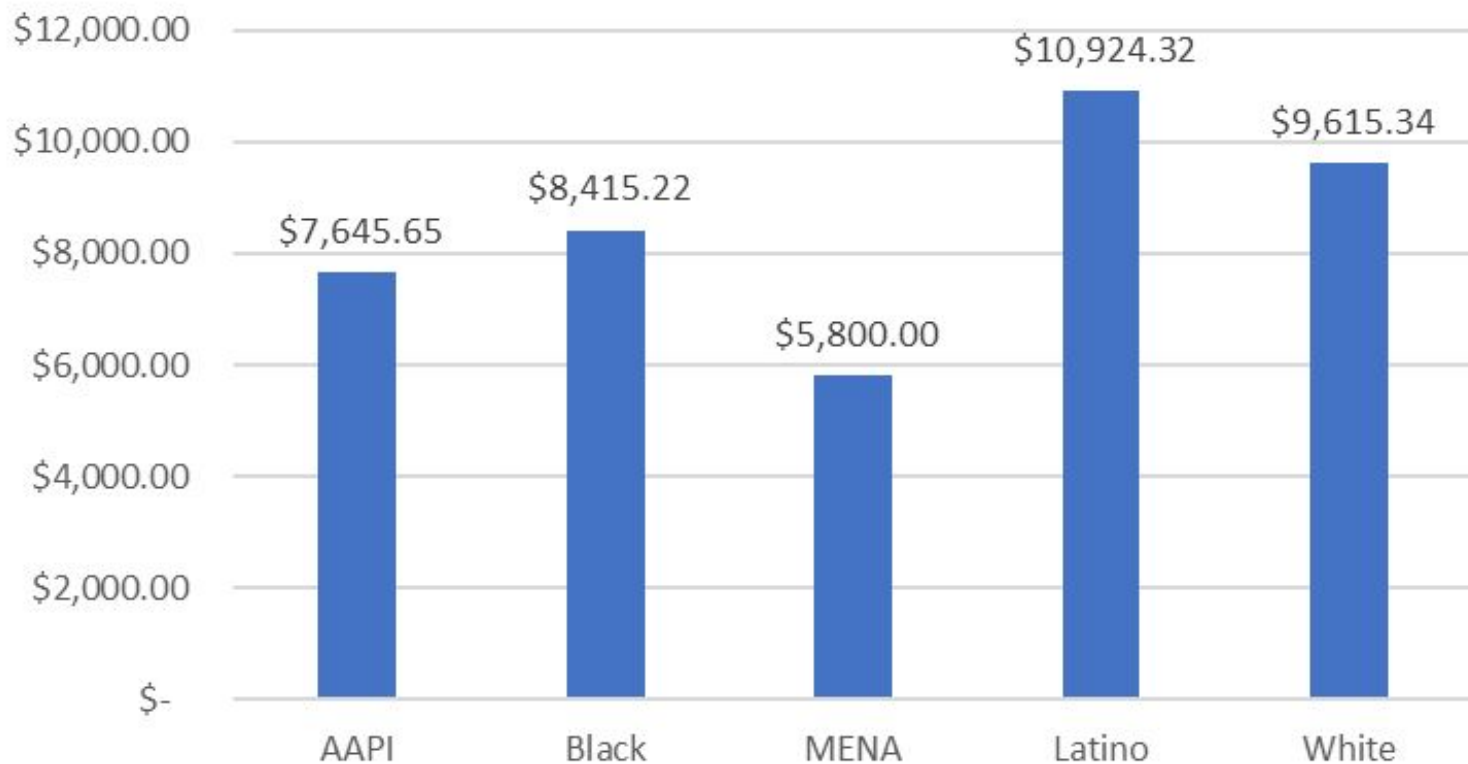


Raises by Position

- The average entry level position (Staff Asst, LC, Press Asst) earned on average a 23% lower raise than the most senior staff (LD, District Director, CoS).
- Communications staffers and schedulers earned a raise 13% lower than legislative staff on average.



Average Raise by Race



Raises and Race

- Troubling raise gap between AAPI, Black, MENA and white staffers.
- The average AAPI raise was 20% lower than the average white raise.
- The average Black raise was 12% lower than the average white raise.
- The average MENA raise was 40% lower than the average white raise.
- The average Latinx raise was 14% higher than the average white raise.
- Higher Latinx raises shrunk the average Latinx-White Race-Wage Gap from 4.1% to 1.6%.



Raises and Gender

- 81% of men received a raise.
- 88% of women received a raise.
- 100% of trans people and 100% of nonbinary people received a raise, on average \$12,687.50. (sample size small)

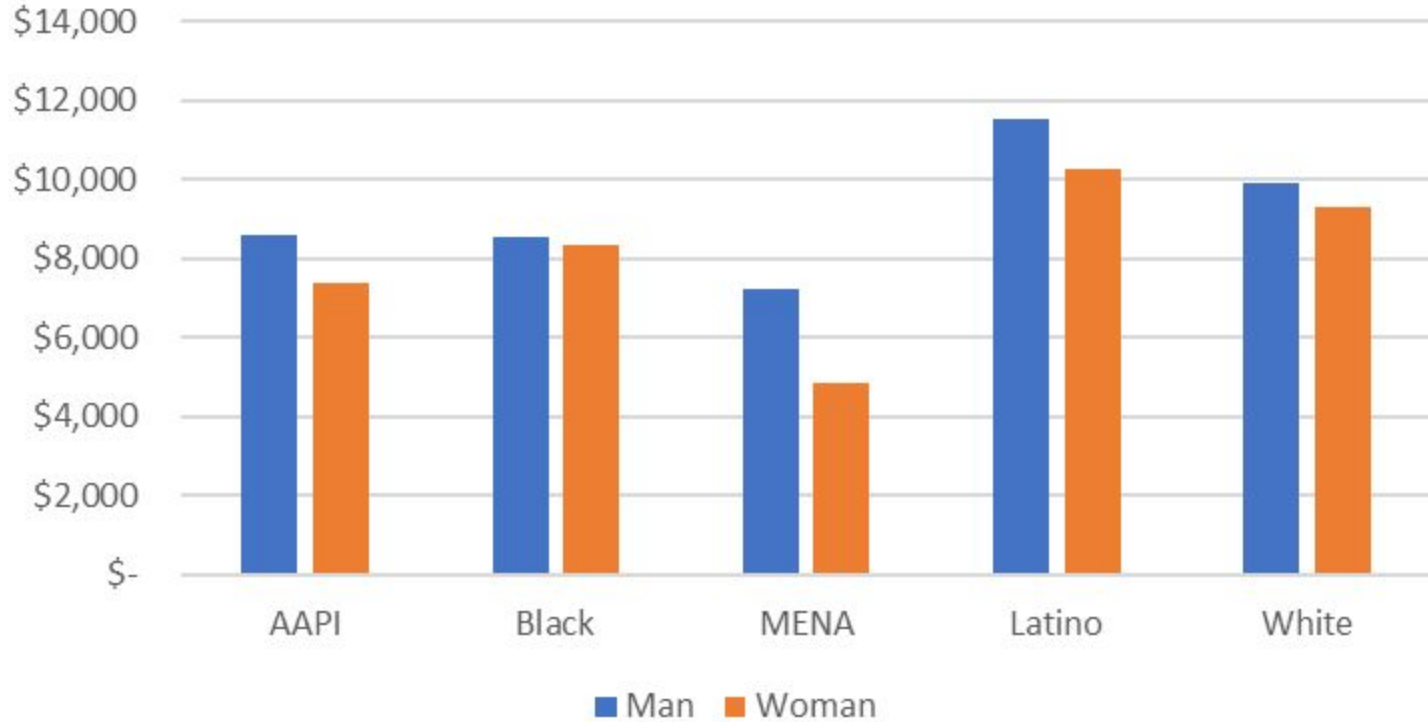


Gender Wage and Raise Gap

- Despite women receiving a raise 7% more often than men, the gender-wage gap in the data remains nearly unchanged after the MRA raises.
 - Starting gender wage gap: Women make 7.5% less than men on average
 - New gender wage gap: Women make 7.3% less than men on average
- Why? Because men's raises were on average 9% higher than women's.
- Average raise for men: \$9,967.27
- Average raise for women: \$9,090.59



Average Raise by Race, Gender



Race-Gender raise gap stark for AAPI, Black and Mena Women

- AAPI women received a raise 25% lower than white men's on average.
- Black women received a raise 16% lower than white men's on average.
- MENA women's raises were a full 51% lower than white men's on average.
- Latina women's raises outperformed white men's by 4%.



Raises - Office Culture and Procedure

- 30% of staff reported managers who engaged in tactics to discourage workers from asking for a raise



Staff Satisfaction Post MRA Increase

- 51% of staffers satisfied with new level of compensation.
- 50% satisfied with the way raises were distributed by their office.
- Only 37% of staffers satisfied with the transparency of the raise distribution process in their office.
- 55% of staffers are somewhat or much more likely to stay in Congress after receiving their raises.



Takeaways

- Staffer advocacy and organizing likely contributed to MRA increase.
- This was a huge legislative win that reversed a decade of cuts to our budgets.
- But when the money hits the offices, it's being distributed on average as "flat," not progressive.
- Why? Could be lack of mechanisms within a congressional office to incentivize managers to distribute raises fairly.
 - Evidence: organizing offices saw bigger raises and more of them

