



Dear AFSCME Local 1890 Members,

During Local 1890's General Membership Meetings on August 24, 2021, eligible members voted to ratify a tentative wage increase agreement with NIU for FY22.

This fiscal year (FY22), our bargaining unit had to negotiate for any wage increment. Thanks to our bargaining team's persistence in negotiations, all Local 1890 bargaining unit members employed by NIU as of August 24th will receive a 3% wage increase. Our bargaining team then secured an additional pay increase for more than one-third of our lowest-paid members.

The exact payout dates for the retro pay and additional increments are pending. The 3% increment will be the first payout you should receive. We will keep you updated once we know the exact dates.

[Please click here to read the text of our negotiated wage agreement.](#)

In Solidarity,

Your Local 1890

ARTICLE XII. COMPENSATION AND BENEFITS

SECTION 7. WAGE INCREASES

FISCAL YEAR 2022

Effective July 1, 2021, bargaining unit members will receive the equivalent of the 3% campus wide increase that is available for general distribution using the same eligibility criteria for the non-represented staff and in accordance with the NIU Board of Trustees implementation guidelines.

After the application of the above described 3% increase adjusts the existing pay rates for members, the Employer will allocate up to a total of \$125,000 to be distributed to bargaining unit members in the following pay bands:

- Members under \$11.90 will receive a flat increase to \$12.25 per hour
- Members between \$11.91 to \$14.00 (or salary equivalent) will receive an additional 3% increase
- Members between \$14.01 to \$15.00 (or salary equivalent) will receive an additional 2.5% increase
- Members between \$15.01 to \$16.00 (or salary equivalent) will receive an additional 1.5% increase
- Members between \$16.01 to \$17.00 (or salary equivalent) will receive an additional 1% increase
- Members between \$17.01 to \$18.00 (or salary equivalent) will receive an additional half of 1% increase

The Employer and Union recognize that changes to the composition to the bargaining unit may have occurred since the availability of the July 2021 membership data, in which the distribution of funds may exceed the cap listed above. The Employer agrees to the flexibility of funds by \$5,000 above the expected total cap, with a total of \$130,000 available for the distribution. If the distribution is beyond the previously stated \$5,000 flexibility above the \$125,000 cap, the parties agree to reconvene to resolve any discrepancies in the data.

The Employer's demonstration of the application to the pay bands is attached.

Salary equivalent is based on 1950 hours per year and applied to bargaining unit members that are designated, by Human Resource Services, as positions paid on a salary basis (not paid on an hourly basis).

The allocation of increases to the pay bands will occur as a one-time transaction effective July 1, 2021. Retroactive pay is limited to bargaining unit members employed by NIU and that are in classifications represented by AFSCME 1890 at the time that both the Union and the Employer agree to the wage reopener settlement.