


Employer response to Union proposal. Submitted June 29, 2022.

Effective July 1, 2022, all bargaining unit employees will receive the equivalent to the campus wide increment approved by the Northern Illinois University Board of Trustees on June 16, 2022. The application of the increment will follow the same guidelines and criteria set forward for the general campus increase for non-represented employees except that all bargaining unit members hired before June 16, 2022 will be eligible for the increase.

Effective July 1, 2022, current bargain unit members making less than ~~\$14.50~~-\$14.00 will be raised to a minimum of ~~\$14.50~~-\$14.00, or will receive the 6% increment, whichever is greater but not both, effective July 1, 2022. Spreadsheet attached to reflect the Employer's understanding of the application of this paragraph.

The Union and Employer agree to form a joint wage committee made up of bargaining unit members and Human Resources Staff members. The purpose of the commit is to research and discuss the pay rates and wage structure for each classification in the bargaining unit for consideration in the successor agreement. The parties understand that the meetings are not bargaining sessions. The committee will include up to four (4) participants from HRS (including the HR Director). The committee will meet bi-monthly (every other month), starting in July 2022, and continue until the parties mutually agree the committees work is completed or through March 31, 2023 at which time negotiations are eligible to begin under the collective bargaining agreement. The parties may elect to end meetings at an earlier time if it mutually agreed that the committee work is completed. ~~on a successor collective bargaining agreement has begun.~~

Accepted by:


Rick Surbet
AFSCME Staff Representative

6/29/22



6/29/22

William Hodson
Sr. Associate Vice President
Chief Human Resource Officer

Why we think this works:

Agreement Point 2: The most impactful point on the agreement: We are raising our lowest paid members to the 2024 minimum wage a year and a half early.

Agreement Point 1: We have included our newest members (hired on or before 6/15/22) in the FY23 increase percentage, unlike the across-the-board raise hire date requirement of 12/31/21.

Agreement Point 3: We can open a meaningful dialogue regarding wage compression, seniority, merit, inequity, and workload in advance of the official contract negotiations next year. Within this committee, we believe sincere and serious issues can be discussed , opening the door to significant improvements in the work lives of our members.

Plus, we will be doing this with the Senior Associate Vice President and Chief Human Resource officer Bill Hodson as one of the required committee members.