



NORTHERN ILLINOIS UNIVERSITY

Human Resource Services

To: All Bargaining Unit Leaders

From: Bill Hodson, SAVP/ Chief Human Resource Officer

Date: June 2, 2022

Re: One-Time Payment (OTP) for represented employees

The Huskie family continued to show tremendous resilience this past year, rising above all of the challenges created by the pandemic to provide our students another successful academic year. We realize that our employees also faced many challenges at home. Soaring inflation and record-high gas prices created financial hardships for many of us, particularly those who earn the least. To ease some of that pain, the university is planning to give employees a one-time payment (OTP) to supplement their earnings.

This is possible due to the hard work of everyone on campus who exercised fiscal restraint while focusing on mission-critical work; federal aid that helped offset the financial stress created by the pandemic; and additional relief from the governor in the form of a 5% supplemental state appropriation for FY22.

As we are committed to achieving fair and competitive compensation for all employees, we believe the best use of the modest surplus is to invest it in our faculty and staff to help them navigate these difficult financial times.

Pending approval by the NIU Board of Trustees, all unrepresented employees, and members of those collective bargaining units that choose to participate, will receive OTPs based on the chart below. **Please note that this OTP does not impact any planned salary increment increases or current union contract negotiations.**

The distribution utilizes a tiered approach to ensure that those at the lower end of the pay scale receive the greatest benefit.

Tier	Hourly Rate	Salaried Rate	One-Time Payment (OTP)
1	\$0 to \$30	\$0 to \$58,500	\$2,500
2	\$30.01 to \$60	\$58,501 to \$117,000	\$2,000
3	\$60.01 to \$90	\$117,001 to \$175,500	\$1,500
4	\$90.01 and above	\$175,501 and above	\$1,000

Eligibility for the OTP is as follows:

- An employee must be employed with the university payroll as of June 16, 2022.
- Faculty and instructors on nine-month appointments that ended May 15, 2022 are still eligible for the OTP as long as they have not retired or resigned from NIU prior to June 16, 2022.
- Extra-help employees, employees with less than 50% FTE and employees who have less than nine-month appointments/contracts are **NOT** eligible for the OTP.

The plan will be presented to members of the Board of Trustees at their June 16 meeting. If approved, the OTP will be reflected in paychecks issued no later than July 15, 2022.

The NIU Labor Relations Team will reach out directly to each union's president between June 2 and June 6 to answer any questions or address any concerns regarding the **OTP**. If your union elects to opt out of this OTP, you must notify Chad McEvoy (for faculty and instructor unions) or Jesse Perez (all other unions) in writing by the close of business on June 10, 2022.

NIU cares deeply about its employees and is grateful to have the opportunity to support them during this challenging time.