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January 2022

Happy New Year!

[Dues Adjustment Information](#)
[NEW Local 1890 Website for 2022](#)

[**AFSCME Dues Adjustment Information, January 1, 2022**](#)

AFSCME Council 31 has sent us notification that semi-monthly dues rates have been adjusted effective January 1, 2022. Here are the new rates.

- Member - Full Time \$19.89
 - Member - Part Time (75% rate) \$14.86
 - Member - Part Time (50% rate) \$10.11
-

[**NEW Local 1890 Website for 2022**](#)

Check out our attractive and informative new [**AFSCME Local 1890 NIU Website.**](#)

Featuring

[Steward contacts and grievance info](#)

[Our collective bargaining agreement](#)

[How to join](#)

[Meeting agendas](#)

[A fun photo page](#)

[Helpful NIU information for new employees](#)

[A newsletter archive](#)

Much more!

Your Local 1890 officers and stewards remain accessible to help you with information and support. Should you have questions or concerns, or if you need assistance from a union steward, contact us at afscmelocal1890niu@outlook.com

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President

Rave Meyer*

Vice President

Sarah Lindell*

Recording Secretary

Lesly Schoo

Treasurer

Kristin Sherman*

Members at Large

Beatrice Kooken
Gary Weishaar
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Local 1890 Website - try it today!

[Local 1890 Facebook Group](#)

You can easily add YOUR voice to OUR Local 1890 voice.

[Use this link to join our union.](#)

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- [Dare to be Great, a Message From our President](#)
- [Join the Local 1890 Bargaining Team](#)
- [Illinois HB 5573 - Public Higher Education Act, School Employee Minimum Salary](#)
- [Spotlight on Local 1890 Stewards](#)
- [Welcome New Union Committee Members](#)
- [New Feature - Pets of Local 1890](#)
- [Public Service Student Loan Forgiveness](#)
- [The Latest COVID-19 Information for NIU Employees](#)
- [Important Membership Vote at our next General Meeting](#)

[Dare to be Great, a Message From our President](#)

At our January membership meeting, Local 1890 President Rave Meyer shared these words of inspiration from Teddy "T.R." Roosevelt, America's 26th president:

"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat."

Theodore Roosevelt delivered the speech entitled "Citizenship in a Republic" at the Sorbonne in Paris on April 23, 1910. The speech is popularly known as "The Man in the Arena."*

As our union membership begins this new year with new leadership and much work to be done, you are

Learn more about T.R.'s famous speech [here](#) and explore T.R.'s relationship to organized labor [here](#).

Accessed 2.12.22, www.theodorerooseveltcenter.org/Learn-About-TR/TR-Encyclopedia/Culture-and-Society/Man-in-the-Arena



Local 1890 Executive Board Meeting, February 2022

Rave Meyer, Kristin Sherman, Gary Weishaar, Beatrice Kookan, Sarah HoneyBunny Lindell, Sara Finnigan, Lesly Schoo, Debbie Williams (not pictured: Heidi Carlson).

[Join the Local 1890 Bargaining Team](#)

Our Collective Bargaining Agreement includes a "wage reopener". **Union members will negotiate wage increases for everyone represented by our bargaining unit for the upcoming fiscal year.**

This means it is time for **you** to become a member (if you're not already) and join the bargaining team.

Local 1890 members join the team during the February General Meeting on Zoom, or use the link below to join by email.

Our new bargaining team will begin meeting as soon as March/April, with negotiations at the table to follow.

Some team members will participate at the table with our AFSCME staff rep Rick Surber and others will serve as alternates. All team members will participate in planning/strategy meetings.

Use this link to [JOIN THE BARGAINING TEAM](#) or send an email to

AFSCMELOCAL1890NIU@OUTLOOK.COM with your name and email address. One of our executive board members will follow up with you and answer questions you might have.

[Illinois HB 5573 - Public Higher Education Act, School Employee Minimum Salary](#)

Congressman of the 39th District Will Guzzardi has introduced **a new house bill proposing a higher minimum wage (starting at \$20/hr.) for Illinois higher education employees.**

Our [AFSCME Local 1890 website](#) has more information about [IL HB5573](#), a link to read the proposed legislation, and [how to contact your elected representative to voice your opinion](#).

[Spotlight on Local 1890 Stewards](#)

Stewards are the strong backbone of our union.

Stewards have your back when you experience employment issues covered by our [Collective Bargaining Agreement](#).

They understand that an employee's rights under the [Weingarten Act](#) help protect you in some instances.

Meet our awesome stewards when you visit the [Steward page at our Local 1890 Website](#).

To learn more about becoming a certified steward for Local 1890, contact Chief Steward Heidi Carlson, or send an email to AFSCMELOCAL1890NIU@OUTLOOK.COM.

[Welcome New Union Committee Members](#)

We welcome and support our new Local 1890 committee members!

Membership Committee

Krystyna Kamka, Office manager, Center for Latino and Latin American Studies

Newsletter Committee

Jacklyn Egolf, Senior library specialist, NIU Libraries

Bargaining Team

Dory Stipetic, Office administrator, Department of Public Administration

Joe Gruber, Admissions/Records representative, Registration and Records

Rebecca Rahe, Admissions/Records officer, Registration and Records

Liz Mehren, Admissions/Records coordinator, Registration and Records

Kristin Sherman, Administrative aide, CV&PA External Programs

Lesly Schoo, Office manager, CV&PA External Programs

Krystyna Kamka, Office manager, Center for Latino and Latin American Studies

Sarah Lindell, Administrative assistant, VP International Affairs

Sara Finnigan, Program coordinator, OERD Marketing and Messaging

[YOUR NAME HERE, YOUR DEPARTMENT HERE](#)

Want to work with interesting, talented coworkers, building a strong union and negotiating wage increases?

Join a committee today!

[Send an email to AFSCMELOCAL1890NIU@OUTLOOK.COM](mailto:AFSCMELOCAL1890NIU@OUTLOOK.COM)

Or sign up at the February Local 1890 Membership Meeting.

[New Feature - Pets of Local 1890](#)



Local 1890 E-Board Member-at-Large Beatrice Kooken shares her pets with us this month!

Piper and Paisley are adopted mutts.

These sweet girls love to snack on carrots, apples, and peanut butter!



Youthful Bella is a Maltese Yorkshire terrier - a Morky! Bella's cutest habit is being adorable, but watch out - she's a bit of an ankle-biter.

Want to share your pet photos with our members? Email to ksherman2@niu.edu.

[Public Service Student Loan Forgiveness](#)

All AFSCME Huskies work for NIU, a public institution of higher learning. But, does this mean that you qualify for Public Service Loan Forgiveness?

Read this [two-page summary of the latest information about PSLF](#).

Use the [online PSLF Help Tool](#) to learn whether you qualify for loan forgiveness.

If you think you might qualify, be sure to look into this soon!



[The Latest COVID-19 Information for NIU Employees](#)

NIU shares all the most current and relevant COVID-19 information for employees at this webpage:

[PROTECTING THE PACK](#)

Local 1890 recommends being knowledgeable about safety policy and guidance info from NIU, to protect yourself and others.

Feeling ill and not sure what to do? Here's the direct link to learn what NIU requires:

[Use this link to order free at home test kits mailed to your house](#)

[Important Membership Vote at our next General Meeting](#)

[Tuesday February 22 on Zoom at noon](#)

Members present at the February membership meeting will vote to decide whether to authorize a Rolling \$25 Cash Drawing for membership meetings in 2022. If approved by a majority of members in attendance, we will begin the drawing immediately by picking the name of one winner from all Local 1890 dues-paying members. A member must be present at the meeting to win (if their name is drawn). If no prize is won, the amount rolls over to the next monthly general meeting.

- Members attending the February meeting will learn more about plans for negotiating wage increases later this spring.
- Executive Board officers and AFSCME staff rep Rick Surber will provide reports for this month.
- Members can join committees and the bargaining team during the meeting.

Remember, only dues paying members get to vote and attend the membership meetings.

The finalized agenda and link to the meeting will be sent to members automatically on the Friday before the meeting.

No RSVP necessary.

Questions? Send an email to afscmelocal1890niu@outlook.com.

Your Local 1890 officers and stewards remain accessible to help you with information and support. Should you have questions or concerns, contact us at afscmelocal1890niu@outlook.com.

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- **Bargaining Team, FY23 Wage Reopener Update**
- **Are You Eligible for Housing and Food Assistance?**
- **NIU is Hiring: Interesting Stats About Recent Job Postings**
- **AFSCME Council 31 Website and Facebook Page**
- **Pets of Local 1890 - Members Share Photos**
- **Reminder - Public Service Student Loan Forgiveness**
- **Next General Meeting - Tue March 29 at Noon on Zoom**

Bargaining Team, FY 23 Wage Reopener Update

[Our Collective Bargaining Agreement](#) includes a wage reopener. Bargaining team members will negotiate wage increases for everyone represented by our bargaining unit for the upcoming fiscal year.

Local 1890 Wage Reopener Bargaining Team Members, FY23

- Jacob DaSilva, Program assistant, Gift Planning
- Sara Finnigan, Program coordinator, OERD Marketing and Messaging
- Joe Gruber, Admissions/Records representative, Registration and Records
- Krystyna Kamka, Office manager, Center for Latino and Latin American Studies
- Beatrice Kookan, Office manager, Mechanical Engineering
- Sarah Lindell, Administrative assistant, VP International Affairs
- Bryan Lutes, Sr. Administrative assistant, University Advancement and NIU Foundation CEO
- Rave Meyer, Office manager, Institute for the Study of the Environment, Sustainability and Energy
- Rebecca Rahe, Admissions/Records officer, Registration and Records
- Lesly Schoo, Office manager, CV&PA External Programs
- Kristin Sherman, Administrative aide, CV&PA External Programs

Team members completed several meetings with AFSCME staff rep Rick Surber to discuss strategy and options for wage increases. Some team members will participate at the table with Rick and others will serve as alternates. We sent official notification of our intent to bargain to the administration on March

administration to find the solutions that forward the mission and the vision of Northern Illinois University.

Are You Eligible for Housing and Food Assistance?

Economic issues are on our minds as price inflation affects the cost of most things right now.

Are you the breadwinner? Do you wonder whether you and/or your family are eligible for food or housing assistance?

Newsletter committee member and Senior Library specialist at NIU's Founders, Jacklyn Egolf, pulled together some excellent information to help you determine your eligibility and find assistance based on where you live in Northern Illinois.

[Click Here for information about housing assistance.](#)

[Click Here for information about food assistance.](#)

Please share this information with fellow members, coworkers, friends and NIU students who might be in need.

NIU is Hiring: Interesting Stats About Recent Job Postings

In November 2021 Local 1890 began monitoring NIU job postings for positions represented by AFSCME Local 1890. We learned some interesting facts:

As of March 15, 2022, we identified approximately 63 advertised union job positions at NIU.

24 (38%) of the advertised positions were not filled and were:

relisted: 8 (12.6%), or

extended: 16 (25.4%).

Two relisted positions were relisted for a third time after going unfilled.

Of the union positions advertised,

46 (73%) pay lower than \$20/hr.

26 (41%) pay below \$15/hour.

Of the 46 positions paying less than \$20/hour:

15 were extended (32%)

7 were relisted (15%)

Of the 26 positions paying less than \$15/hour:

9 were extended (35%)

3 were relisted (11.5%)

The majority of the represented positions advertised between November and March were Office Support Specialist, Office Manager, Office Administrator, Administrative Aide and Administrative Assistant.

[Click here to see all the current job postings at the NIU website.](#)



AFSCME Illinois Council 31 Website and Facebook Page

Stay informed about AFSCME unions winning favorable contracts all across Illinois and learn how Council 31 represents all of us in Springfield.

[Click here for all the latest news at the AFSCME Illinois Council 31 website](#)

[Click here to visit, like and follow AFSCME Council 31 on Facebook.](#)

Everyone's Favorite Feature - Pets of Local 1890



Want to share your pet photos with our members?

Email to
ksherman2@niu.edu.

Local 1890 Trustee and bargaining team member Rebecca Rahe shares her pets with us this month!

Representing for orange cats is 4-year-old Gus, little brother to Mick :)



about 7 months during a rain storm, I heard him crying in the ceiling of the ceramic shop that used to be on 23 in sycamore. The next day I brought him home and he has been our baby/ overlord ever since."

Reminder - Public Service Student Loan Forgiveness

All AFSCME Huskies work for NIU, a public institution of higher learning. But does this mean that you qualify for Public Service Loan Forgiveness?

Read this [two-page summary of the latest information about PSLF](#).

Use the [online PSLF Help Tool](#) to learn whether you qualify for loan forgiveness.

If you think you might qualify, be sure to look into this soon!

Next General Membership Meeting

Tuesday March 29 on Zoom at noon

Members present at the March membership meeting are eligible to win in a Rolling \$25 Cash Drawing for membership meetings in 2022. We will select the name of one winner from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is drawn. If no prize is won, the amount rolls over to the next monthly general meeting. We did not have a winner last month - **the current prize amount is \$50!**

- Members attending the March meeting will learn more about how our bargaining team plans to negotiate wage increases later this spring.
- Executive Board officers and AFSCME staff rep Rick Surber will provide reports for this month.
- Members can join committees to write our constitution, research employment issues that affect us all, plan a summer bash in July, and organize membership outreach!

Remember, only dues paying members get to vote and attend the membership meetings.

The finalized agenda and link to the meeting is sent automatically the Friday before the meeting.

No RSVP necessary.

Questions? Send an email to afscmelocal1890niu@outlook.com.

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[Union Leaders Enforce Our Collective Bargaining Agreement](#)

Local 1890 President Rave Meyer and AFSCME Staff Representative Rick Surber met in April with NIU Human Resource Services and Labor Management representatives regarding the lack of accurate information and timely employee reports as required by our [collective bargaining agreement](#).

Seniority and HR transaction reports along with other reports usually arrived late, were delivered less frequently than required by our contract, and often contained bad information.

Accurate membership reports are an important tool for Local 1890, enabling union orientation for new hires (also guaranteed in our contract) and union outreach to employees who become members by accepting a new job title at NIU.

After many, many months of delays, emails, and meetings, Local 1890 is proud to announce that NIU has agreed to a framework for supplying the information described in our agreement. One person at HR is now responsible for providing the informational reports to us accurately, in the proper format, and on a regular monthly schedule.

[Why Did We Unionize?](#)

In December 2014, the NIU Administrative Professionals Advisory Council (APAC) had presented [a letter to the current NIU President respectfully requesting wage increases for employees](#).

No cost of living wage increases had been given since 2008 and supporting data painted a grim picture of NIU employees as the lowest-paid in the Illinois state university system, with little hope of ever catching up

Our union was founded in 2015 by 100 NIU employees who signed an [open letter](#) demanding fairness and representation in our workplace.

AFSCME helped us organize ourselves to gain support from a majority of clerical, paraprofessional and technical employees to win our union.

We adopted a motto that still rings true today - **NIU WORKS BECAUSE WE DO!**

After two-plus years of negotiations we ratified [our first collective bargaining agreement](#).

As a result, cost of living increases were again received by NIU employees - a tradition that has continued through the current fiscal year.



[Join Important Local 1890 Committees](#)

Joining a Local 1890 committee is a great way to meet coworkers, help strengthen your union, and have fun!

Our **Constitution Committee** seeks members interested in setting priorities and establishing processes to draft a new constitution for our local.

Sunshine Committee members will explore ways our local can give back to our community and support all members of Local 1890.

Members of our **Events Committee** work together to plan Lagoon-a-palooza 2022 and other fun membership events.

Committee members will conduct working meetings online.

To join a committee and support your union, send an email to AFSCMELocal1890NIU@Outlook.com.

[March General Meeting Highlights](#)

- At our membership meeting on March 29, AFSCME staff rep Rick Surber reported that we expect to resume union orientation for all new employees in our bargaining unit.
 - Our FY23 bargaining team has now requested a date for bargaining sessions to begin, to increase the likelihood that that our negotiated wage increase can be implemented at the start of the upcoming fiscal year.
 - Wage increases are very important to our members. We look forward to working with the administration to find the solutions that forward the mission and the vision of Northern Illinois University.
 - AFSCME International has announced the 2022 convention will be held in Philadelphia, PA July 10 - 15. An informal poll of members showed a preference for two Local 1890 E-board members to attend.
 - Our president, vice president, treasurer and membership chair shared current reports with members in attendance.
-



Crookshanks, boy-kitty of ETRA office manager Tina Heffernan, was adopted from Tails at the age of one. Named after the Harry Potter kitty, he always wants to be near his people and growls like a dog to protect them - grrr. Tina knew it was love at first sight by the way he watched her young son jump around and just purred and purred.

Want to share your pet? Send an email to ksherman2@niu.edu.

[Both NIU Faculty Unions March for Fairness](#)

After filing unfair labor practice charges against NIU, presidents of both faculty unions led their members in an informational picket on Wednesday April 13 in front of Altgeld Hall.

News of this organized worker action was reported by [WNIJ-89.5 FM](#), The [Northern Star](#) student newspaper, and [WIFR TV](#) in Rockford.

Local 1890 supports our faculty union Huskies seeking fairness and equity in the workplace.



[Important Votes at Tuesday April 26 Noon Membership Meeting](#)

Topics we will be voting on are:

1. Creating a Local 1890 Sunshine Fund and establishing a funding level.
2. Approve non-covered travel expenses for Local 1890 president Rave Meyer to attend AFSCME Council 31 Leadership Training in Urbana-Champaign July 31- Aug 5, 2022.
3. Funding for Lagoona-a-palooza 2022.

By now you might have heard that all members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing. We will select the name of one winner from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is

Reminder - only dues paying members of Local 1890 may vote and attend the membership meetings. The Zoom link and meeting agenda are emailed the Friday before the meeting (no RSVP necessary). Questions? Send an email to afscmelocal1890niu@outlook.com.

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- [Local 1890 Member Survey - How's Work?](#)
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- [Health Insurance Benefit Choice Period Ends May 31](#)
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- [Labor in the News](#)
- [April General Membership Meeting Highlights](#)
- [Vote For Convention Delegates at May 31 Membership Meeting](#)

[Wage Increase Negotiations Update](#)

Our bargaining committee has taken the opportunity presented by this year's wage re-opener to propose a substantial re-structuring of the University's compensation system for our members.

This is not typically a topic for a wage re-opener. Most often, a wage re-opener is strictly concerning the across-the-board raises for that year, but the bargaining committee feels that a re-imagining of the salary system at NIU is necessary to address the issues of retention, recruitment, wage compression and inequity. These are issues that touch a great number of our Local 1890 members.

Management has expressed agreement with our underlying concerns, and even recognized our proposal as a potential solution, but has not, as of yet, committed to a fundamental re-structuring, like we have proposed.

Our Union leadership is committed to a pay scale that is fair, equitable, and properly rewards the loyalty and hard work of our members. We will use every opportunity to push forward that goal, whether it be this year's wage re-opener, or next year when we are re-negotiating our entire contract.

operations at NIU, we'd like to hear from our members about how things are going at work.

Use this link to answer 1, 2 or all 3 questions [May 2022 Member Survey - How's Work?](#)

We will share some member feedback in the next newsletter.



[Illinois House Bill 1172, A Bill to Keep Your Eye On!](#)

[HB 1172, House Amendments 1, 2, and 3](#), introduced at the Illinois General Assembly in January 2022 was developed by the legislative work group on higher education and would significantly alter the current hiring and promotion practices in state universities. Katie Davison is a proponent of this bill. Davison is the Director of State Relations in the President's Office at NIU.

This legislation would:

- Eliminate third party oversight of hiring and testing opening the process up to favoritism, nepotism and abuse.
- Eliminate consistency among universities.
- Open the door for Extra Help employees to eventually replace union members and create at-will employment in many of these positions.
- Eliminate the checks and balances the University System Office provides within the employment system for civil service employees.

Local 1890 will keep you apprised of any further movement on this proposal, but feel free to go to the [General Assembly webpage](#) to read it for yourself and sign a witness slip when the IGA is back in session.

[Health Insurance Benefit Choice Period Ends May 31](#)

The State of Illinois Department of Central Management Services (CMS) Benefit Choice period will extend from May 1, 2022 through May 31, 2022 with benefit elections effective July 1, 2022.

*During the annual Benefit Choice Period, members may change health plans, add or drop dental or dependent coverage, make changes in life insurance coverage, and opt out or opt in to the group insurance program.**

Need more info?

Attend the final [CMS Employee Virtual Benefit Choice Fair FY2023](#) TODAY, May 24, from 1pm to 3pm.

*from <https://www.niu.edu/hrs/benefits/benefit-choice/index.shtml>

first-hand what the administration is promoting.

Won't you consider putting in an application? A link to the [webpage is available here](#) for more information.

Deadline to apply is Wednesday, June 1, 2022.

Per the website, "The cohort of up to 15 employees will be selected to participate in ten monthly sessions (four hours each) throughout the year each focused on specific topic related to university organization, the key functions of university, and university goals, complemented with interactive professional development components. Additionally, each participant will also be matched with a mentor for the duration of the program."

This is a fantastic way for Local 1890 members to increase their potential for professional growth while learning about university goals, operations and governance.

You can [apply online](#) anytime before the deadline, June 1, 2022.

[Too Cute! Pets of Local 1890](#)



This month Krystyna Kamka, Office manager at the NIU Center for Latino and Latin American Studies, shares her dynamic pet duo!

Teddy (aka Tedward/Tedzo), her almost-13-year-old YorkiePoo Terrier, loves car rides and salami. He is smart and feisty. Kry's rescued him almost 10 years ago!

Wings is a 14-year-old Paint Mare. Wings loves apples, carrots and real peppermints, and she knows who gives the good treats at the barn! She is smart and very athletic - Kry's mentioned that they are starting "cow work" soon.

We'd love to meet your pet! Email a photo to ksherman2@niu.edu.

[Labor in the News](#)

After filing unfair labor practice charges against NIU, presidents of the faculty and instructor unions led their members in an informational picket on Wednesday, April 13 in front of Altgeld Hall.

News of this organized worker action was reported by [WNIJ-89.5 FM](#), The [Northern Star](#) student newspaper, and [WIFR TV](#) in Rockford.

Local 1890 supports our faculty and instructor union Huskies seeking fairness and equity in the workplace.

- At our membership meeting on April 26, AFSCME staff rep Rick Surber confirmed that initial FY23 wage reopener negotiations would take place in person on May 2. Representatives from NIU Labor Relations and Human Resources were expected to attend at the bargaining table.
- Our president, vice president, treasurer and membership chair shared current reports with members in attendance.
- Topics from the Vice President's Labor Management report included NIU's work from home policy, employee training, and some legislation currently being debated in Springfield that directly impacts university employees.
- Membership voted to approve the creation of a Sunshine Fund, and to approve travel expenditures for AFSCME Leadership Training in Urbana and AFSCME International Convention in Philadelphia this summer.
- AFSCME International has announced the 2022 convention will be held in Philadelphia, PA July 10 - 15.

Convention Delegate Nomination & Vote at Tuesday May 31 Membership Meeting

Join AFSCME Local 1890 members in a special Zoom meeting to nominate and vote on our delegates to AFSCME's 45th International Convention, held in Philadelphia from July 10 - 15, 2022.

A link to the Zoom meeting will be sent to eligible voting members on May 27.

- All members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing.
- The name of one winner will be selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is drawn.
- If no prize is won, the amount rolls over to the next monthly general meeting.

Since we did not have a winner in April the current prize amount is up to \$100!

Questions? Contact afscmelocal1890niu@outlook.com.

Your Local 1890 officers and stewards remain accessible to help you with information and support. Should you have questions or concerns, contact us at afscmelocal1890niu@outlook.com.

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Rave Meyer*

Vice President

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Lesly Schoo

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- rsurber@AFSCME31.org

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**You can easily add YOUR voice to OUR Local 1890 voice.
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Local 1890
AFSCME[®]
June 2022 Newsletter

- [Wage Increase Negotiations Update](#)
- [How Do NIU Starting Wages Compare With Other Illinois Universities?](#)
- [Local 1890 Member Survey - Your Opinion about How NIU Handles Job Classifications and Corresponding Wages](#)
- [AFSCME Delegation to the AFL-CIO Convention - Power in the House!](#)
- [Vote Tuesday June 28 - Illinois Primary Election](#)
- [Get Ready to Party at Local 1890 Lagoonapalooza 2022](#)
- [May General Membership Meeting Highlights](#)
- [Too Cute! Pets of Local 1890 and "Feeding the Cat"](#)
- [Next Zoom Membership Meeting at Noon, Tue June 28](#)

[Wage Increase Negotiations Update](#)

Last week, we re-convened with the University in our 2nd session of 'wage re-opener' negotiations. Previously, our union bargaining committee made an ambitious proposal to re-structure the University's pay system as it affects our members. As mentioned in our last newsletter, we knew our proposal was a departure from typical discussions of across the board pay increases. Predictably, the University responded they were not prepared to sign off on our plan but recognized the importance of the equity and compression issues we needed to address. At the same time, the University Board of Trustees, when confronted by leaders of our Union, as well as advocates from various sectors of our campus community, approved both the 'One Time Payment' as we had previously discussed, and the largest 'Across the Board' campus wide increase that has been given in more than 15 years.

The 'Across the Board' increment passed by the BoT is a worthy and welcome recognition of the difficulties our staff have faced in the past several years, and in fact continue to face. However, it does not address issues of internal pay equity or wage compression and continues to ignore the loyalty of experienced employees. Those issues will only be resolved by a re-structuring of the University's pay scale.

action. NIU suggested the Union and the Employer form a joint committee to work on a re-imagined pay structure so that such a plan might be agreed upon at least by the onset of next years' union contract negotiations.

The 'Across the Board' increment passed by the BoT is a worthy and welcome recognition of the difficulties our staff have faced in the past several years, and in fact continue to face. However, it does not address the issues of internal equity, wage compression, and lack of recognition for the loyalty of long-term employees. Those issues will only be resolved by a re-structuring of the University's pay scale. In bargaining, the University's representatives recognized the shortcomings of the BoT action. NIU suggested the Union and the Employer form a joint committee to work on a re-imagined pay structure, so that such a plan might be largely agreed upon at least by the onset of next years' Union contract negotiations.

Our Union bargaining committee will meet with University representatives again this week. Rest assured, no matter what shape the path forward takes, our bargaining committee will not settle for less than what is offered to employees across campus, and we will continue to work towards a pay system that is fair, equitable, and rewards the loyalty and hard work of our members.

[How Do NIU Starting Wages Compare With Other Illinois Universities?](#)

Although benefits, job responsibilities, hours/working conditions, and opportunities for advancement are all key factors to consider when you get that job offer, starting wages usually figure heavily in the decision to accept the position.

This month we compare starting wages at NIU to all the other Illinois Universities across a variety of job titles held by members of Local 1890.

Click on the PDF below that includes your job title to compare how your work is valued at NIU against the other state schools.

Thanks to newsletter committee member Jacklyn Egolf of Founders Library for compiling this data from the SUCCS website!

- [Office Support Assistant, Office Support Associate, Office Support Specialist, Office Manager, Office Administrator](#)
- [Administrative Aide, Administrative Assistant](#)
- [Child Development Associate, Child Development Supervisor](#)
- [Library Assistant, Library Specialist, Senior Library Specialist, Library Operations Associate](#)
- [Program Assistant, Program Coordinator](#)

[Local 1890 Member Survey - Your Opinion about How NIU Handles Job Classifications and Corresponding Wages](#)

This month, we're asking members to comment on how job classifications and wages for those classifications are handled at NIU.

Do you think wages are appropriate for most job classifications?

supervisor, or by some other factor?

Do you understand how wage increases are determined for your own job classification?

Does experience or education affect your pay in your job classification?

Please complete our [June 2022 Member Survey - Job Classifications and Wages at NIU](#)

We will share some member feedback in the July newsletter.

[AFSCME Delegation to the AFL-CIO Convention - Power in the House!](#)

AFSCME President Lee Saunders and Secretary-Treasurer Elissa McBride led a large delegation to the 29th AFL-CIO Constitutional Convention June 12 -15 in Philadelphia. The convention theme **Building the Movement to Meet the Moment** reinforces the power of local organizing in light of increased unionization efforts all across the country.

(From [Elissa McBride's FaceBook post](#))

I was proud to be part of the AFSCME delegation to the AFL-CIO Convention that elected Liz Shuler and Fred Redmond to lead our labor movement into the future. There was lots of AFSCME power in the house, from the convention floor to the rally in support of workers at the Philadelphia Museum of Art, new members of AFSCME District Council 47 who are fighting for a first contract.
[#AFSCMEStrong](#)



Introducing President Lee Saunders to convention delegates in Philadelphia last week.



Elissa McBride and Lee Saunders with AFSCME delegates at the 2022 AFL-CIO Constitutional Convention.

[Illinois Primary Election - Be Sure to Vote on Tuesday June 28](#)

- The best way to make your voice heard is to vote in local elections.
- Bring a friend to the polls on Tuesday June 28!
- Primary voters in Illinois choose a Republican ballot, or Democratic ballot, or Non-partisan ballot, and only vote for the candidates appearing on that ballot.
- Everyone votes on state and on their own local ballot questions.

[Be Informed!](#)

[Use this link to find more information about the 2022 Illinois Primary Election.](#)



[Get Ready to Party at Local 1890 Lagoonapalooza 2022](#)

Now that Summer is here, it's time to get ready for Lagoonapalooza!

[Email Local 1890 to join our Recording Secretary Lesly Schoo on the party planning committee.](#)

Local 1890 members - Bring a blanket and take a long lunch at the East Lagoon in September.

Enjoy great food, icy cold water, raffle prizes, baggo, free canoe rides and more!

Talk with other NIU employees and coworkers that you haven't seen in a while - find out who has retired, who has changed departments, who has moved on, and who is brand new at NIU!

Our inaugural annual member bash in 2022 was a hit - [see photos of your friends and coworkers here at the Local 1890 Website.](#)

[May General Membership Meeting Highlights](#)

- At our membership meeting on May 31, AFSCME staff rep Rick Surber gave an overview of the wage increase proposal our bargaining team presented on May 2 to representatives from NIU Labor Relations and Human Resources. Rick confirmed that NIU is working on their counter proposal and he explained that our proposed step plan wage structure seemed unlikely to happen in time for FY23.
- Vice President Sarah Lindell has formed a Constitution Committee with Local 1890 Trustee Evelyn Comber. Members should email priorities for our constitution to afscmelocal1890niu@outlook.com
- Topics from the Vice President's Labor Management report included NIU's work from home policy, employee training, and some legislation currently being debated in Springfield that directly impacts university employees.
- Membership voted to select Sarah Lindell as delegate to AFSCME International Convention in Philadelphia, PA, July 10 - 15, to approve unreimbursed travel expenditures for AFSCME Leadership Training in Urbana this summer, and to approve a budget for Lagoonapalooza 2022.
- No winner was present at the meeting, so the prize in the Local 1890 Rolling Drawing for the June 28 Membership Meeting increases to \$125. Members - come to the meeting for a chance to win!

[Too Cute! Pets of Local 1890 and "Feeding the Cat"](#)



Support Specialist Felicia Owens. Lambeau belongs to Felicia's son and the whole family are die-hard Green Bay Packers fans. Lambeau loves to ride in grandpa's truck, play in the snow, and eat cheese!

[As a bonus treat for humans who love pets and other humans, please enjoy this short WNIJ Perspective Feeding the Cat.](#)

We'd love to meet your pet! Email a photo to ksherman2@niu.edu.

[Next Zoom Membership Meeting at Noon, Tue June 28](#)

Hear the latest updates on wage negotiations with NIU, plus Local 1890 officer reports, open floor for member comments, join the Lagoonapalooza planning committee. Also - you might win \$125.

A link to the Zoom meeting will be sent to eligible voting members on June 24.

- All members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing.
- The name of one winner will be selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is drawn.
- If no prize is won, the amount rolls over to the next monthly general meeting.

Since we did not have a winner in May the current prize amount is up to \$125!

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- [Members Ratify FY23 Wage Increases and New HR-1890 Joint Committee on Wage Reform](#)
- [Survey Results - Members Share Their Opinions on How NIU Handles Job Classifications and Corresponding Wages](#)
- [Do All Local 1890 Members Have a Chance to Win \\$150 and Travel to Attend an Exciting Convention in Philadelphia?](#)
- [DeKalb County Rehabilitation and Nursing Center Update - AFSCME Local 3537 Fights For New Funding Referendum, Against Privatization](#)
- [Local 1890 Lagoonapalooza 2022 - Save The Date and Help Plan the Party!](#)
- [Next Membership Meeting: Tue July 26 at Noon. It's Virtual and Easy to Attend!](#)

[Members Ratify FY23 Wage Increases and New HR-1890 Joint Committee on Wage Reform](#)

At a special meeting on July 6, members of AFSCME Local 1890 voted to ratify an agreement negotiated with NIU. The agreement covers wage increases for FY23 and creates a NEW working group focusing on wages and classifications in our bargaining unit:

"The Union and Employer agree to form a joint wage committee made up of bargaining unit members and HR staff members. The purpose of the committee is to research and discuss pay rates and wage structure for each classification in the bargaining unit for consideration in the successor agreement."

[Please visit our Local 1890 website to read the full agreement.](#)

Now the hard work of putting together a committee for wages, compression, inequity, and other pay issues begins in earnest.

If you are an eligible voting member and wish to be considered for this Joint HRS-1890 wage committee, please send us an email at AFSCMELocal1890niu@outlook.com.

Some of our members have already asked what is involved with serving on the Joint HRS-1890 committee.

It's a great question, since we have never before had the opportunity to participate in decision-making about future plans for positive changes to pay rates and wage structure for our job classifications. Local 1890 President Rave Meyer shares these thoughts:

****A committee meeting schedule has not yet been set, but we expect to meet for 1 - 2 hours every other month starting as soon as late July.**

****Our job is to help all members that we can now, and also to improve things for all those who will come after us.**

****The idea is to have an open dialogue with the intent of discussing the pay rates and wage structure of each classification. Everyone knows positive change is needed. Identifying issues will be key as well as identifying solutions that benefit our members as well as our employer.**

****This committee is not a "bargaining session". However, being able to discuss issues and problems in such a way that we can 'front load' next year's contract negotiation represents a huge step forward for the University and for our members.**

****We are looking for both 'lifers & newbies' for this committee. Don't count yourself out before applying! There are only a few spaces available, but we definitely want to hear from you.**

Our members should expect wage increases on paychecks soon!

Salaried employees will have seen the increment on their 7/15 pay advice.

Hourly employees will see the increment on their 7/29 pay advice.

If a member does not receive the increment on either of those two dates, please let us know or contact payroll.

THANK YOU to our AFSCME staff rep Rick Surber and all members of our FY23 bargaining team for their time and dedication, resulting in a successful wage reopener!

[Survey Results - Members Share Their Opinions on How NIU Handles Job Classifications and Corresponding Wages](#)

In June, we asked members to comment on how job classifications and wages for those classifications are handled at NIU, and we received a large number of insightful responses.

Coworkers shared their honest opinions regarding fairness, transparency, sensibility, and cited specific examples related to seniority, career experience, departmental differences, job descriptions/job responsibilities, and other factors related to wage compression.

All of these ideas (and more) will be discussed during the upcoming Joint HRS-1890 committee meetings.

[Click here to read all the June survey responses.](#)

Eligible voting members - please consider joining the HRS-1890 committee to help make a difference!

To be considered for the Joint HRS-1890 wage committee, please send us an email at

AFSCMELocal1890niu@outlook.com.

NEW Survey Question for Members

This month we ask for your ideas for solving wage and job classification issues that affect you, your job

[us know what you think!](#)

AS ONE GOES THROUGH LIFE
ONE LEARNS THAT IF YOU DON'T
PADDLE YOUR OWN CANOE, YOU
DON'T MOVE.

- KATHARINE HEPBURN -

LIBQUOTES.COM

[Do All Local 1890 Members Have a Chance to Win \\$150 and Travel to Attend an Exciting Convention in a Major City?](#)

Q. As a voting member of AFSCME Local 1890, do I have a chance to win \$150 on Tuesday July 26?

A. Yes, that's easy. All you need to do is attend our monthly general membership meeting on Tuesday July 26 at noon on Zoom! We started a rolling monthly \$25 drawing in January and we'd LOVE to give that money away. **Our first winner could be you!**

Q. As a voting member of Local 1890, am I eligible to travel to attend the AFSCME 45th International Convention in Philadelphia?

A. No, that convention took place in Philadelphia last week, and Local 1890 members elected our vice president Sarah Lindell to represent us as a delegate at the convention.

However, in 2024, the AFSCME 46th International Convention will be held in Chicago.

Ask us how you can become a delegate to the 2024 convention and represent our local!

Sarah will share some of her convention experiences with us during our monthly general membership meeting this Tuesday July 26 at noon on Zoom. Look for a full convention report in the August newsletter.

You can also surf over to [the AFSCME Convention website](#) to see some of the excitement Sarah experienced last week in Philly.

[DeKalb County Rehabilitation and Nursing Center Update - AFSCME Local 3537 Fights For New Funding Referendum, Against Privatization](#)

The fight to keep the DeKalb County Rehab and Nursing Center from being sold to a private for-profit company continues.

You can help make a difference!

[Be informed - use this link to read a comprehensive news story published in the July 15th DeKalb](#)

[upcoming DeKalb County Board Meeting.](#)

[Local 1890 Lagoonapalooza 2022 - Save The Date and Help Plan the Party!](#)

**Save the Date
Lagoonapalooza 2022
Thursday, September 22
NIU East Lagoon**

[Email Local 1890 to join our Recording Secretary Lesly Schoo on the party planning committee.](#)

Enjoy great food, icy cold water, raffle prizes, baggo, free canoe rides and more!

Talk with other NIU employees and coworkers that you haven't seen in a while - find out who has retired, who has changed departments, who has moved on, and who is brand new at NIU!

Our first annual member bash in 2022 was a hit - [see photos of your friends and coworkers here at the Local 1890 Website.](#)

[Next Membership Meeting: Tue July 26 at Noon. It's Virtual and Easy to Attend!](#)

Vice president Sarah Lindell will share info from her trip to the AFSCME 45th International Convention, plus Local 1890 officer reports, open floor for member comments, and more. Also - you might win \$150!

A link to the Zoom meeting will be sent to eligible voting members on July 22.

- All members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing.
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Since we did not have a winner in June the current prize amount is up to \$150!

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Local 1890 
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August 2022 Newsletter

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- [NIUHRS-Local 1890 Joint Committee on Wage Reform - First Meeting Update and Step Plan Survey](#)
- [Employee Benefits Survey - What Would Make NIU an Even More Attractive Employer?](#)
- [VP Sarah Lindell Reports on AFSCME International Convention "All Together"](#)
- [Share Your Questions/Concerns about Updated Remote Work and COVID Sick Leave Policies with NIU's General Counsel](#)
- [Local 1890 Pet of the Month... Returns!](#)
- [Next Membership Meeting: Tue August 30 at Noon It's Virtual, Easy to Attend, and You Could Win \\$ Really. Our Rolling Drawing is up to \\$175!](#)

Won't You Join Us?
It's Party Time!

Who: All AFSCME Local 1890 represented members

What: **Lagoonapalooza II** - Lunch, games, raffles, and fun with your NIU Union friends

When: **Thursday, September 22, 2022 11am - 2pm**

Where: NIU East Lagoon Firepit area (Castle Dr. near Lincoln Hwy.)

Email your **RSVP** to AFSCMELOCAL1890NIU@OUTLOOK.COM



[NIUHRS-Local 1890 Joint Committee on Wage Reform - First Meeting Update and Step Plan Survey](#)

Local 1890 committee members and HR representatives held the first in a series of meetings in July. Our union won these meetings as part of [our FY23 negotiated wage agreement](#).

"The Union and Employer agree to form a joint wage committee made up of bargaining unit members and HR staff members. The purpose of the committee is to research and discuss pay rates and wage structure for each classification in the bargaining unit for consideration in the successor agreement."

Our FY23 bargaining committee proposed a step plan for wages during negotiations, but NIU did not accept our plan at that time. In our committee meetings, Local 1890 wants to work on establishing a step plan for wages where employees are placed into categories based on initial pay level/salary. With a step plan, an employee would know how much their raise would be each year and when the next step up would come, etc. This is effectively two raises a year; one at the time of the 'across the board' raise, and one on the anniversary of their hiring date. A step plan would address compression and inequities among classifications, delineate within classifications, and allow employees to know where they stand within a single classification/promotional line. Establishing a step plan is also likely to help NIU attract stronger candidates for our bargaining unit's many lower-paid job positions.

Our joint committee needs to hear your opinions in advance of the next scheduled meeting with NIUHRS representatives.

Please send an email with your thoughts about a step plan to AFSCMELOCAL1890NIU@OUTLOOK.COM

What are your questions or concerns regarding a step plan?

Do you want this type of plan for wages established?

[Employee Benefits Survey - What Would Make NIU an Even More Attractive Employer?](#)

At the first NIUHRS-Local 1890 joint wage committee meeting, it was brought up that besides compensation/pay rate alone, there are other ways to make NIU employment attractive.

Currently NIU offers employee benefits including tuition waivers for (mostly) free schooling, health/dental/eye care benefits, life insurance, a retirement plan and/or pension plan, sick time, vacation

[Please complete this brief **Employee Benefits Survey** to let us know.](#)

[**VP Sarah Lindell Reports on AFSCME International Convention "All Together"**](#)

The AFSCME 45th International Convention was in Philadelphia, PA from July 11-15, 2022.

Some great speakers addressed the delegates, such as Liz Shuler, President of the AFL CIO, Stacey Abrams, gubernatorial candidate for Georgia, Tori Huster, the President for the National Women's Soccer League and many others. Our AFSCME International President Lee Saunders was a frequent speaker as was Elissa McBride, the Secretary Treasurer.

All days had a general session, which was a combination of speakers, videos about AFSCME locals and members, and then discussion and voting on resolutions. The resolutions determine the focus of work for AFSCME for the next two years. Approximately 42 resolutions were voted on, covering a wide variety of topics - OSHA to protect our workers, Student Debt Relief, Trans Autonomy, Voting Rights, Commonsense Gun Laws, and more.

2,327 delegates attended the convention, representing 964 Locals and 26 Councils. A significant number were from Pennsylvania and also Illinois! There were also delegates from Puerto Rico.

On Tuesday and Thursday, they had 18 workshops. The only problem was, you could only pick one to go to each day, since they were held during one time slot. I would have loved to attend more. I attended the workshops **Solving Workplace Issues with Collective Action** and **I'm a New Officer, Now What?** One of the examples in the Workplace issues was one that hit close to home - temperature in the office which I am sure most of you have experienced! It's too hot or it's too cold. I've heard so many people say they have heaters during winter and summer or they wear fingerless gloves, etc. What do you do?

Suggestions included petitioning or maybe going to OSHA. I'm not sure I agreed with all of their suggestions, such as delivering a symbolic object like a block of ice for your boss when it's freezing in the office. I really enjoyed the new officer workshop because I got to meet with other vice presidents and discuss issues that we face.

AFSCME also had some fun guests such as hip hop artist MC Lyte and the Philly Phanatic.

The next convention will be held in 2024 in Chicago!



[**Share Your Questions/Concerns about Updated Remote Work and COVID Sick Leave Policies with NIU's General Counsel**](#)

[Remote Work Policy Survey.](#)

Your questions and concerns will be shared with NIU's General Counsel Brian Perry at a future labor-management meeting.

[Local 1890 Pet of the Month... Returns!](#)

Meet office manager Brandy Merritt's 1-year-old male Leopard Gecko!

Catboy is a birthday gift selected by Brandy's daughter and is shown here inside his enclosure.



Catboy is naturally nocturnal - after dinnertime, he's ready to hunt. He eats crickets and mealworms, and the tip of his tail starts wiggling like crazy when he's about to strike!

Catboy is friendly and docile - he likes nuzzling in Brandy's neck for warmth and he climbs right into her hand from the top of his tree.

Fun fact: A Gecko may drop his tail when are in danger with predators and is able to grow a new one!

[Next Membership Meeting: Tue August 30 at Noon](#)[It's Virtual, Easy to Attend, and You Could Win \\$](#)[Really. Our Rolling Drawing is up to \\$175!](#)

Vice president Sarah Lindell will share info from her recent participation in AFSCME's Leadership Training at UIUC, plus Local 1890 officer reports, open floor for member comments, and more. Also - you might

A link to the Zoom meeting will be sent to eligible voting members on August 26.

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Local 1890
AFSCME[®]
September 2022 Newsletter

- [Join the Nominating Committee for 1890 Executive Board Elections](#)
- [Lagoonapalooza II Thursday 9/22, 11am - 2pm](#)
- [Local 1890 Supports UFA During Protest](#)
- [NIU's Pay Procedures](#)
- [1890 VP Lindell Reports on AFSCME Council 31 Leadership Institute](#)
- [Plan to Vote in the General Election Tuesday, November 8](#)
- [August Membership Meeting Highlights](#)
- [Next Membership Meeting: Tue September 27 at Noon](#)



Nominating Committee

[Join the Nominating Committee for 1890 Executive Board Elections](#)

Want to make a difference in our union?

Join the E-Board Nominating Committee!

First, send an email to afscmelocal1890niu@outlook.com with your name, NIU title/classification, and phone number.

Then, plan to attend our General Meeting on Zoom Tuesday September 27 when committee membership will be finalized and an organizational meeting date will be set.

Forming this committee will help our union prepare for Local 1890 Executive Board Elections this fall,

of Directors and to work toward attracting and securing a good fit for the positions. [Committee member duties include identifying, recruiting, and pre-screening candidates for board leadership positions within AFSCME Local 1890.](#)



[Won't You Join Us?](#)

[It's Party Time!](#)

Who: All AFSCME Local 1890 represented members

What: **Lagoonapalooza II** - Lunch, games, raffles, and fun with your NIU Union friends

When: **Thursday, September 22, 2022 11am - 2pm**

Where: NIU East Lagoon Firepit area (Castle Dr. near Lincoln Hwy.)

[Local 1890 Supports UFA During Protest](#)

When the United Faculty Alliance contacted Local 1890 for support during their contract negotiation protest, our members proudly stepped up. Several 1890 members met at noon in front of Altgeld Hall on Thursday, September 8, 2022 to march with our brothers and sisters in the UFA. The march went from Altgeld Hall over to MLK Commons and ended in front of Founders Library.

The UFA is protesting NIU administration's slow responses, lack of meaningful dialogue, and minimal raise percentages. They are requesting a fair contract now.

Many of Local 1890's members also attended the online contract negotiations on Thursday, September 15, 2022 where the UFA presented their counter to NIU's offer. At one point, when NIU commented about what was being asked of them in terms of a raise percentage seemed high, Rich Grundy, spokesperson for the UFA bargaining team responded, "Well, that's what our members want."

Near the end of the meeting when NIU administrators mentioned they will try to have a response by next week, Grundy countered, "We expect to be treated with the respect we deserve, and know it shouldn't be a problem to speak to your counterparts and come back next week with an answer."

Such polite but firm responses! Can you imagine if the UFA were to strike because they couldn't get a fair contract from NIU?

Solidarity is our power. We have a voice, and we can use that voice to affect the change we need.



UFA and AFSCME Local 1890 members protest in front of Founders Library.





Former Local 1890 President Angie Gasero attends the UFA protest.

[NIU's Pay Procedures](#)

AFSCME Local 1890 President Meyer shares important information and food for thought about NIU's pay procedures:

Local 1890 members often wonder how NIU comes up with the policies for determining pay rates and procedures. While no one knows all the ins and outs of how Human Resource Services makes the determinations, there is a website we can utilize to see what the rules are that affect the pay rates.

[Read this brief article by clicking on this link NIU's Pay Procedures](#)

When was the last time NIU performed a valid wage data survey that is current and geographically applicable, and which provides sufficient definition of each job category to assure equitable comparison? It is precisely that type of question that keeps me up at night. How did NIU determine the wages they currently use? Why do they keep it as low as they do when we can go elsewhere to make more? And more to the point, if the salary for most of Local 1890's classifications are negotiated, we should have no resistance from NIU when we are negotiating a salary base and/or salary grade step plan for our members next year.

[1890 VP Lindell Reports on AFSCME Council 31 Leadership Institute](#)

The AFSCME Leadership Institute took place from Sunday, July 31st through Friday, August 5th. It was held at the University of Illinois Urbana-Champaign campus, in conjunction with their School of Labor and Employment Relations and Labor Education Program. It was an intense week! We had class Monday through Thursday from 8:30-4:30 with a break for lunch. Classes included Labor History, Challenges Facing the Labor Movement, Building Power in the Workplace, Effective Public Speaking, and other

made me look at AFSCME and our union in a different light. NIU has never given me a professional development opportunity like this but AFSCME did.

I would definitely recommend this training to everyone. You get to hear so many perspectives and everyone participated in our courses, which was really cool. The instructors were great!

Here is a group photo of one of my classes:



[Plan to Vote in the General Election Tuesday, November 8](#)

Who is on the ballot?

Am I registered to vote?

Where is my polling place?

I'm busy, can I vote by mail?

[Find the answers to these questions and more when you visit the Illinois Board of Elections website.](#)

[August Membership Meeting Highlights](#)

Our AFSCME Staff Rep Rick Surber reported that he and Local 1890 members continued preparation for additional joint wage committee meetings with NIU HR representatives. Another meeting is expected in late September. Language in [our FY23 negotiated wage agreement](#) specifies that NIU will discuss pay rates and wage structure in advance of full contract negotiations next year.

"The Union and Employer agree to form a joint wage committee made up of bargaining unit members and HR staff members. The purpose of the committee is to research and discuss pay rates and wage structure for each classification in the bargaining unit for consideration in the successor agreement."

Staff Rep Surber also briefly described the Workers Rights Amendment that will appear on the November 8 general election ballot. [More information about the ballot measure can be found at the AFSCME Illinois Council 31 website.](#)

Additional meeting highlights...

- +Members voted in favor of proposed changes to our monthly rolling drawing.
 - +Chief Steward Heidi Carlson reported no open employee grievances at this time.
 - +Constitution Committee members continue work on a draft for review.
-

- All members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing.
- The name of one winner will be selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is drawn.
- If no prize is won, the amount rolls over to the next monthly general meeting.

Since we did not have a winner in August the current prize amount is up to \$200!

Questions? Contact afscmelocal1890niu@outlook.com.

Your Local 1890 officers and stewards remain accessible to help you with information and support. Should you have questions or concerns, contact us at

afscmelocal1890niu@outlook.com.

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Local 1890 
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October 2022 Newsletter

- **Your Vote is Your Voice on Tuesday November 8**
- **Floor Nominations October 25 and EBoard Election November 29**
- **Lagoonapalooza II Photos and Prize Winners!**
- **September 1890 Membership Meeting Highlights**
- **Next Membership Meeting: Tue October 25 at Noon**



Your Vote is Your Voice on Tuesday November 8

TIPS for AFSCME HUSKIES BEFORE and ON ELECTION DAY

[Find your polling place.](#)

[Vote early if you want to.](#)

[Find candidates who represent your interests.](#)

[Find more information about 2022 candidates and issues.](#)

[Get Three Friends to Vote](#)

[Make an informed decision about the proposed Workers Rights Amendment.](#)

[Sign up today to volunteer as part of the Labor '22 community outreach program.](#)

[Election Day - November 8 is now a university holiday - take the rest of the day off!](#)

Floor Nominations October 25 and EBoard Election November 29

Executive Board members will determine current and future priorities for our membership as our current



Floor Nominations
October 25, 2022
12:00-1:00 p.m.

Via Zoom
Hear nominations for the Executive Board positions for the upcoming term. You can nominate members or self-nominate at this meeting.

*Only dues-paying members can be elected to board positions

AFSCME Local 1890 Executive Board Election

November 29, 2022
7:00a-6:00p

In-person voting @ HSC lower level fireplace

12:00p-12:30p

rolling drawing via zoom the voting, just fun!

The nominations are in and it's time to vote! This is your union - let your voice be heard.

*rolling & meeting for eligible members only
Positions up for election:
President, Vice President, Secretary, Treasurer,
(2) Members-at-Large, (1) Trustee 1-yr

Local 1890 Executive Board Election Notice

Local 1890 will hold its annual election this year on Tuesday, November 29, 2022.

AFSCME International constitution requires us to hold this election in person.

To that end, our election will be from 7am to 6pm in the Holmes Student Center lower level fireplace area.

You should see an AFSCME VOTE HERE sign, and if it all works out, we will have some hot cocoa available!

Please note we will still hold our usual noon zoom meeting for our rolling drawing giveaway!

Questions?

Send an email to AFSCMELOCAL1890NIU@OUTLOOK.COM

Lagoonapalooza II Photos and Prize Winners!

It was great to see so many AFSCME Huskies for lunch at Lagoonapalooza II on September 22!

Members enjoyed box lunches and S'mores, played some games of skill, and many took home a fabulous raffle prize.

Thank you to the Local 1890 Party Planning Committee for organizing all the fun!

[See all the photos and a complete list of prizes and winners at our website AFSCMELocal1890NIU.com.](http://AFSCMELocal1890NIU.com)



The 1890 party planning committee donated fabulous prizes for members to win!



Party-goers played games of skill to earn extra raffle tickets.



Attendance was great due to perfect weather at the NIU East Lagoon and Firepit.



A terrific time was had by all!

September 1890 Membership Meeting Highlights

AFSCME Staff Rep Rick Surber spoke about the November 8 general election and the need to be reaching out to our own members, to fellow labor union members, and to our friends and neighbors who are most likely to vote for our endorsed candidates—and for the Workers' Rights Amendment to the Illinois state constitution.

[Workers' Rights Amendment info can be found at the AFSCME Illinois Council 31 website.](#)

Additional meeting highlights:

- + Membership, Newsletter, Chief Steward, and Constitution Committee chairs shared monthly reports.
- + A nominating committee was formed to identify members to run for elected executive board positions.
- + One member shared information about an outside contractor providing security at locations on or near campus.

Next Membership Meeting: Tue October 25 at Noon

A link to the Zoom meeting will be sent to eligible voting members on October 21.

- All members attending Local 1890 membership meetings in 2022 are eligible to win in a Rolling \$25 Cash Drawing.
- The name of one winner will be selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name is drawn.
- If no prize is won, the amount rolls over to the next monthly general meeting.

Since we did not have a winner in September the current prize amount is up to \$225!

Questions? Contact afscmelocal1890niu@outlook.com.

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Local 1890
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November 2022 Newsletter

- [Election 11/29 and Welcome New Executive Board Officers](#)
- [Illinois Voters Just Made Collective Bargaining a Constitutional Right](#)
- [Collective Bargaining & Our Contract](#)
- [“Mourn the dead and fight like hell for the living.” — Mother Jones](#)
- [AFSCME Local 1890 Gives Back in 2022](#)
- [Next Membership Meeting: Tue November 29 at noon](#)



[Election 11/29 and Welcome New Executive Board Officers](#)

At Tuesday, October 25th's Nomination meeting, four positions were elected without contestation. If you recall, our local's constitution stipulates that any nominee for a position that is uncontested is considered elected. To that end, we welcome new executive board member **Daksha Patel** as Secretary-Treasurer effective January 1, 2023, new 1-year Trustee **Joe Gruber** effective January 1, 2023, and continuing as President and Vice President are Rave Meyer and Sarah Lindell.

ELECTION WILL BE ON NOVEMBER 29, 2022 for (1) Recording Secretary and (3) Member-At-Large positions.

The candidates are:

Antonette Bourn & Lesly Schoo for Recording Secretary.

Jacklyn Egolf, Krys Kamka, Bea Kooken, Bryan Lutes, and Gary Weishaar for Member-at-Large.

Please vote on November 29, 2022 at the Holmes Student Center lower level fireplace for the two positions above. Election time will be from 7am to 6pm.

Questions?

our year-end gift recipient!



**Floor
Nominations**
October 25, 2022
12:00-1:00 p.m.
Via Zoom
Hear nominations for the Executive Board positions for the upcoming term.
You can nominate members or self-nominate at this meeting.
*Only dues-paying members can be elected to board positions

**AFSCME Local 1890
Executive Board
Election**
November 29, 2022
7:00a-6:00p
In-person voting @ HSC lower level fireplace
&
12:00p-12:30p
rolling drawing via zoom the voting, just fun!
The nominations are in and it's time to vote! This is your union - let your voice be heard.
*Rolling drawing meeting for eligible members only
Positions up for election:
President, Vice President, Secretary, Treasurer,
(2) Member-at-Large, (1) Trustee 1 yr

[Illinois Voters Just Made Collective Bargaining a Constitutional Right](#)

"Amendment 1, or the Workers' Rights Amendment, passed on Nov. 14 with 58% of the vote, making Illinois the fourth state, along with Hawaii, Missouri and New York, to ensure the right to collective bargaining in its constitution and the first to ban right-to-work or laws that interfere, negate or diminish the right of employees to unionize."

[Use this link to read the full story.](#)

Accessed 20 Nov 2022 <https://northernstar.info/100627/news/workers-rights-amendment-passes-in-illinois/>



[Collective Bargaining & Our Contract](#)

Next year, we bargain for a new contract and all that it entails. This means everything from appropriate attire, to what constitutes overtime, health and safety, hazardous weather clauses, all the way to how grievance procedures work.

In January, we will begin discussing individual items in our contract with our members. Do we keep that item? Is this an issue? Do we need that clause re-worded?

All issues that are important to our members should be considered. We have asked many times over the past few months what you want. **Please read over our [current CBA](#).** It will soon be time to contrast and compare a few of the issues and decide what needs to be changed.

This union is only as good as the involved members make it. That does sound a bit harsh, but it is absolutely the truth. In the days before our union, there were many years of no raises and the employer had total control.

Now the union is here to stay, we had six years of raises, a defined grievance procedure, protected many members from unfair labor practices, and the union helped defend members as everyone weathered a pandemic and a reduction in the workforce.

We understand there are some not-so-great things, too....and we absolutely wish to change those, as

fairly.

All of us at NIU are in the same storm. We are not all in the same boat.

It's time to captain our ship and set our sails for better shores.

"Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has." ~Margaret Mead

"Mourn the dead and fight like hell for the living." — Mother Jones

Irish immigrant Mary G. Harris "Mother" Jones co-founded the Industrial Workers of the World, was once called "the most dangerous woman in America", and her story continues to inspire all who fight for fairness.

Want to learn more?

- Check out this recent NIU Today article [NIU professors put their unique expertise into a new play about labor icon Mother Jones](#).
- Visit the [Mother Jones Museum website](#) to learn more about the Mother Jones Chicago Statue Campaign to place a statue of her in the city she called home.
- Use this link to read [The Autobiography of Mother Jones](#) online for free!



1837 - 1930

AFSCME Local 1890 Gives Back in 2022

At the end of each calendar year, Local 1890 makes a significant gift to a worthy community organization selected by our members.

Members will select from these organizations and gift amounts at our Membership Meeting, Tuesday November 29 on Zoom at noon.

Please attend the meeting to voice your opinion!

\$500

\$750

\$1000

2022 gift recipient (vote for one)[American Red Cross](#)[Toys for Tots](#)[Northern Illinois Hospice](#)[WNIJ Power the Tower campaign](#)[Northern Illinois Food Bank](#)**Huskie Food Pantry Food & Donation Drive**

The Huskie Food Pantry is always busy this time of year. Monetary donations are down, and inflation means higher food prices so less can be purchased with what little monetary donations they do get.

AFSCME Local 1890 wants to help!

During our election on Tuesday, November 29, we will collect monetary and food donations for the Huskie Food Pantry.

The pantry has requested rice, pasta, and pasta sauce.

If each of our members can bring one, two or all three items when they come vote, we can get a large amount of food to donate very quickly. You do not have to be a voting member to drop off food or monetary donations. And we will have hot cocoa for all who do vote and/or donate! That's a win-win.

Donations can be brought early. If you are on campus at all this week, you can drop off donations to Montgomery 325, Rave Meyer's office.

We will continue to collect food and monetary donations through Friday, December 2nd, and present them to the pantry Monday, December 5th.

Happy Thanksgiving to All!

[Next Membership Meeting: Tue November 29 at noon](#)

A link to the Zoom meeting will be sent to eligible voting members on November 28.

- All members who attended Local 1890 membership meetings in 2022 were eligible to win in a Rolling \$25 Cash Drawing.
- Each month, the name of one winner was selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name was drawn.
- No monthly prizes were won in 2022; all amounts rolled over to the next monthly general meeting.

The current prize amount is up to \$250 and will be awarded to one member attending the Zoom meeting on Tuesday November 29, selected from all members in attendance at the meeting.

In other words, your chance of winning just went way up!

Questions? Contact afscmelocal1890niu@outlook.com.

information and support. Should you have questions or concerns, contact us at afscmelocal1890niu@outlook.com.

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- [Executive Board Election Results](#)
- [1890 Members Give Huskie Pantry Cash and Food Donations](#)
- [Be the Help You Want to See: Become a Steward in 2023](#)
- [Positive Labor News at Year-End](#)
- [Next Membership Meeting: Tue January 31, 2023](#)

[Executive Board Election Results](#)

We welcome and support our new Local 1890 leadership for 2023!

President: Rave Meyer

Vice President: Sarah Lindell

Secretary Treasurer: Daksha Patel

Recording Secretary: Lesly Schoo

Member-At-Large: Jacklyn Egolf

Member-At-Large: Krystyna Kamka

Member-At-Large: Bryan Lutes

Chairs and Trustees

Membership Chair: Sara Finnigan

Chief Steward: Heidi Carlson

Trustee: Rebecca Rahe, 3-year term

Trustee: Liz Mehren, 2-year term

Trustee: Joe Gruber, 1-year term

We appreciate the dedication and hard work of outgoing 2022 officers Evelyn Comber, Beatrice Kookan, Kristin Sherman, Gary Weishaar, and the truly incredible Debbie Williams. We wish them all the best!

[Huskie Food Pantry](#) at NIU, in support of the assistance they provide to students and our community.

Thank you so very much for your kind and generous donation of food and \$500. We are facing limited access to food due to the economy and both donations provide us with a greater ability to offset the current challenges.

On behalf of the 483 students we have served so far this semester, please extend a heartfelt thank you to everyone!

Merry Christmas and Happy Holidays!!

Jeanne Baxter, BA '96

Assistant Director, NIU Center for Student Assistance



AFSCME Local 1890 Trustee Rebecca Rahe (left) delivers a \$500 check and food drive donations to Jeanne Baxter (right) at the Huskie Pantry. Members voted in favor of the year-end gift and collected food items in November.

Feel motivated to do even more?

Select a day to work a volunteer shift at Huskie Food Pantry in Chick Evans Fieldhouse - [sign up here](#) and resolve to help in 2023!

Be the Help You Want to See: Become a Steward in 2023

New Year - New Role
Do you like helping someone in need?



Local 1890 is in need of a few more stewards.

We're looking for some good listeners and people who like to make a difference.

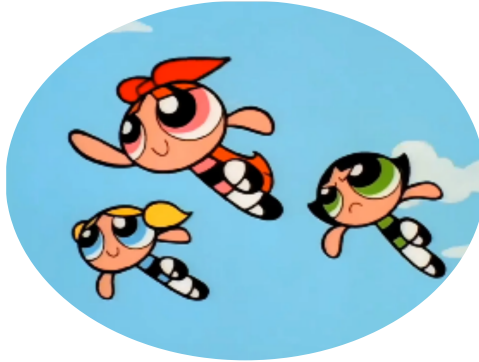
Your role as a steward is to assist a fellow Huskie when they are asked to attend an investigatory meeting with their supervisor, or if there are additional problems/disciplinary steps, or if the employee has a grievance to file with their supervisor!

You are the advocate for your co-worker if there isn't just cause for disciplinary action and also the person who helps them when they are being targeted unjustly.

Many stewards only work on an occasional basis and rarely are given more than a couple

Be the help you want to see in the world.

Be a steward for Local 1890!



[Positive Labor News at Year-End](#)

Here is some positive labor news to enjoy as we wrap up 2022 - a very exciting year for organized labor!

[After delivering messages at the most recent Board of Trustees meeting](#), NIU's faculty union UFA were set to resume contract negotiations with administration representatives on December 15. NIU faculty have been working without a contract since July 1, 2022.

Accessed 18 Dec 2022: northernstar.info/101584/news/faculty-union-dishes-out-messages-before-talks-resume-thursday/

[Workers' Rights Amendments Enshrined Into Illinois Law After Pritzker Proclamation](#)

"Illinois holds a rich union history, from the 1887 Haymarket Affair to the 1894 Pullman Strike, Illinois laborers have been at the forefront of fighting for fair wages, reasonable hours, and safe working conditions," Pritzker said in a statement. "This is a major win for workers rights that will outlast any single politician's term and enshrine a key right for Illinoisans for generations to come."

Accessed 18 Dec 2022: nbcchicago.com/news/local/chicago-politics/workers-rights-amendments-enshrined-into-illinois-law

[Faculty at Art Institute's school aligns with AFSCME](#)

Adjunct professors and lecturers at the School of the Art Institute of Chicago have voted overwhelmingly to unionize with the American Federation of State, County and Municipal Employees.

The non-tenure-track faculty at the school will join the union's Council 31, which has had a string of organizing wins here. It already represents staff at the Art Institute itself and its school.

The faculty's mailed-in ballots were counted Tuesday in the Chicago offices of the National Labor Relations Board, the federal agency that supervises union votes.

AFSCME said the result was 377-33 to unionize.

Accessed 18 Dec 2022: chicago.suntimes.com/2022/12/13/23508110/faculty-at-art-institutes-school-aligns-with-afscme



[Next Membership Meeting: Tue January 31, 2023](#)

A link to the Zoom meeting will be sent to eligible voting members on January 27.

- All members who attend Local 1890 membership meetings in 2023 are eligible to win in a Rolling \$25 Cash Drawing.
- Each month, the name of one winner is selected from all Local 1890 dues-paying members. A member must be present at the meeting to win if their name was drawn.
- Any amounts not awarded roll over to the next monthly general meeting.
- The current prize amount is \$25.

**In 2023 we will negotiate our new collective bargaining agreement.
Make a resolution to get involved with your union this year!**

Questions? Contact afscmelocal1890niu@outlook.com.



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