



May 2023 Newsletter

HRDAC Pushes to Gut University Worker Protections



The State University Civil Service System (SUCSS) was created to ensure the fair and equal recruitment, retention and development of university staff and provides critical protections to workers in the university system.

But it's come under threat by a push from the University Civil Service Human Resource Directors Advisory Committee (HRDAC) to gut the system's protections.

Last year, several universities began an effort in the state legislature to make changes to the law which governs SUCSS. Council 31's lobbyists were able to quash the bill before it advanced. But now it appears the universities will try again in the new legislative session.

One of the key responsibilities of SUCSS is to ensure equal access and opportunity for all job applicants, making sure that the most qualified applicants are ultimately selected for the job.

One of the biggest changes the HRDAC is pushing for is completely scrapping the testing system which determines the rank of all applicants seeking a civil service position. The tests consist of training and experience evaluations that make sure the applicant is qualified for the job.

Another area of concern for AFSCME members is the HRDAC's stated desire to scrap requirements in SUCSS that limit the university system's ability to hire temporary employees. Under the current system, a university can use temporary employees for up to 900 hours of labor, after which that employee will no longer be allowed to work on a temporary basis. If those limits were lifted, it would allow universities to use temporary employees as often and for as long as they would like instead of hiring full-time employees.

Read the full story on the [AFSCME Council 31 website](#).

One of NIU's own is a member of the HRDAC.

**HRDAC
Members**

Why participate in our Union?

My Story

I started as an Office Support Associate in June 2008. Missed out on a 3% raise that kicked in July 1 that year. I believe in 2009 I moved up to Office Support Specialist, and stayed at that level until 2016. During that time I don't think I saw a raise of any type. In 2016, a desk audit was requested because many of my duties were (and had been) beyond the scope of a Specialist. The audit resulted in my being reclassified as Office Manager. Another audit was conducted in 2019/2020 (yes, it took THAT long) and I was promoted to Office Administrator in November 2020.

In the almost 15 years I have been here, only since the advent of 1890 has there been any "yearly" raise. The only other increases have come from position upgrades, with the exception of my transition from the Disability Resource Center to Transportation Services when I received an unexpected but welcome raise. Granted it wasn't much, but I considered it a small acknowledge of my years of service and institutional knowledge.

Karen Eaton
Transportation Services

Email us at afscmelocal1890niu@outlook.com and tell us YOUR story.

Information on joining Local 1890 as a full member can be found on [our website](#).

The power of one, if fearless and focused, is formidable, but
the power of many working together is better.
~Gloria Macapagal Arroyo, President 2001 - 2010, Philippines

**Local 1890
Website**

Bargaining- What's Happening?

Our Collective Bargaining Agreement expires on June 30, 2023. Staff Rep Rick Surber sent out the official "we plan to bargain our contract" letter to administration and Local 1890 and NIU administration has met four times, to date.

At the first meeting, Local 1890 went over non-economic items regarding our contract.

During the second meeting where NIU CFO George Middlemist was present, Local 1890 went over the economic portion of our proposal. This included our step-plan and ways to tackle wage compression, inversion, and rewards for years of service.

The third meeting was last week, on May 3 in Altgeld. During this meeting, Local 1890 heard non-economic proposals from NIU's bargaining team, which included Laura Lundelius, where among other items, NIU proposed raising our parking rates.

At the May 18 bargaining session, NIU addressed the overtime rule and possible changes for the entire university going forward. Check out our updates page for more.

NIU's response to our economic proposal (step plan) will most likely be at the June 1 bargaining session.

Check the updates page of our website for the latest information!

Next Membership Meeting

Tuesday, May 30, 2023 at Noon via Zoom

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

- 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 \$125.

Pets of 1890



Sarah Lindell has two beagles. Shelby and Morton are typical 12 year old beagles. They love food and rabbit turds. Miss Shell is very independent and likes to rest in bed in “her” room while Morty Moo is always close by me. Every single night, he sleeps right by my head, often hogging the pillow.

Tell us about YOUR pets
here!

LAGOONAPALOOZA is COMING!



Are you ready for Lagoonapalooza 2023?? It will be here soon.....but first, won't you join the planning committee?? We can use about four more individuals.

This is a fun way to get involved with your union!

**Click to Join the Palooza
Committee!**

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

Local 1890 Officers

President

Rave Meyer*

Vice President

Sarah Lindell*

Recording-Secretary

Lesly Schoo

Secretary-Treasurer

Daksha Patel

Members-at-Large

Jacklyn Egolf

Krystyna Kamla

Bryan Lutes

Membership Chair

Sara Finnigan

Chief Steward

Heidi Carlson*

Trustees

Contact List

Union Orientation and Member Info

Sara Finnigan

membership@afscmelocal1890niu.com

[Exclusive union member benefits](#)

Concerns about workplace issues

Heidi Carlson

steward@Afscmelocal1890niu.com

[Local 1890 Stewards](#)

General questions

afscmelocal1890niu@outlook.com

AFSCME Staff Representative

Rick Surber

rsurber@AFSCME31.org

You can easily join YOUR voice to
OUR Local 1890 voice today!

[Join NOW!](#)

Local 1890 Website
Facebook Group

Rebecca Rahe

Joe Gruber

*Certified Stewards



KNOW YOUR RIGHTS

I'm being disciplined? What do I do?

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."



AFSCME Local 1890 NIU | P.O. Box 211, DeKalb, IL 60115

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