

June 2023 Newsletter

Hourly or Salaried? Who Decides?



Many Local 1890 members lately have asked what is the difference between hourly and salaried positions, and who and how the determination is made.

The first part is easy to answer.

Hourly employees are employees who are paid a set dollar amount per hour of work.

Salaried employees are paid an annual salary where the total amount is divided up between a set number of payments. At NIU, that set number of payments is 24.

Hourly employees are not guaranteed overtime. But if they do work beyond their regular weekly hours (37.5 or 40 hours in a week), overtime is paid...typically at 1.5x their hourly rate, but could be 2.0x their hourly rate, depending on the situation.

Salaried employees may work more than their scheduled weekly hours, and no overtime is paid.

	Hourly	Salaried
Example Amount	\$ 14.00	\$ 35,568.00
Weekly # hours	37.5	37.5 +/-
Total Yearly:	\$ 27,300.00	\$ 35,568.00
Overtime	1.5x hourly rate	not eligible
Typical hours per year:	1950	1950
Weekly example:	14.00 x 37.5	35,568/52
Total per week:	\$ 525.00	\$ 684.00
Avg 11-day pay period:	\$1,155.00	\$ 1,482.00
IF working 8 hrs OT	$((14*1.5)*8)$	-0-
OT amount:	\$ 168.00	0
That week's earnings:	\$ 1,323.00	\$ 1,482.00

As you can see, an hourly employee may have more time flexibility, but the salaried employee has a steadier pay rate enabling them to have greater financial stability.

For the second part of the question- who makes the determination and how is the determination made, Local 1890 reached out to Pulchratia Lacey, Director of Employment Services at NIU's Human Resource Services department who had this to say (bold ours):

"We follow the [Fair Labor Standards Act \(FLSA\) guidelines](#) to determine if a position should be Hourly (non-exempt = eligible for overtime) or Salaried (exempt = not eligible for overtime). **The determination is based on the pay rate assigned to the position AND the duties assigned to and performed by the position**, not the title or classification of the position, which is why positions in the same classification can be either Hourly or Salaried.

HR (Classification & Compensation) makes the FLSA determination based on the responses to the questions in the FLSA section of PeopleAdmin"

Local 1890 would recommend each department review their hourly and salary position job descriptions. Job descriptions should be updated as duties change or every three years. Are you using action and independent verbs? or passive and helping verbs in the job description? Is there independent judgement or helps and assists? How the job description is written makes a big difference. Just make sure what you write is accurate to the duties and responsibilities actually being performed. More information can be found for a [position classification review](#) or for [Writing Job Descriptions](#).

More info on Exempt/Non-Exempt from the HRS website

Local 4100 Stands Beside AFSCME Local 1890

Recently, UFA Local 4100 President Kerry Ferris sent out an email to all NIU Faculty union members requesting their support at AFSCME Local 1890 bargaining sessions. We are grateful for their support and welcome them at any and all bargaining sessions. Simply knowing they are beside us in our fight for justice means we have a larger voice than maybe NIU realizes.



Hi UFA Members:

I hope you have been having a relaxing and productive summer. Even though many professors are off-campus during the summer, the rest of the university staff is there everyday.

That includes the members of AFSCME Local 1890, the Clerical, Technical and Administrative Professionals Union at NIU. Not only do they keep the university running while many of us are off campus, they are in the process of negotiating a new CBA this summer. In the past, UFA members have supported AFSCME members in their negotiations, and AFSCME sent representatives to our bargaining sessions during the 22-23 academic year.

As we learned from our collaboration with the UPI Instructors' unit on campus, the employer notices—and objects to—the presence of other members of the campus community at union negotiations. The presence of non-members at a union bargaining session increases transparency, and allows others to see how the employer interacts with members of other unions in their negotiations. Connecting with and providing mutual support for other unions increases networks and people power for all of us.

At the last AFSCME bargaining session, the employer had only a provisional response to the AFSCME economic proposal, using as an excuse the fact that HR is understaffed and does not have the workers available to respond robustly and in a timely manner. This was ironic, since the AFSCME proposal would increase wages for clerical and administrative staff, making it easier to hire the very workers the employer claims to need.

It was important to have members from other campus unions (including UFA, UPI Instructors, and AFSCME 963, building service and dining workers) there to hear the employer voice this paradoxical justification. More information about this bargaining session and others can be found at AFSCME 1890's website: <https://afscmelocal1890niu.com>

In an effort to increase solidarity between unions across the NIU campus, we would like to invite UFA members to attend upcoming AFSCME bargaining sessions scheduled for this Wednesday June 14 at 10:00 AM in Holmes Student Center 305 and June 28 at 10:00 AM (also in 10:00 AM in Holmes Student Center 305). If any of your membership can attend, we would be grateful.

It will be great to see as many of you as we can at these events.

In union there is strength,

Kerry

Meanwhile, at the Board of Trustees...

NIU should be commended for all their efforts to maintain their commitment to eradicate inequitable systems and to build a stronger financial future for NIU and its students, faculty, and staff.

Two principles from [NIU's Vision, Mission, and Core Values](#) resonate very strongly with our union members: **Equity and Ethics**. NIU says '...We use an inclusive decision-making process... We appreciate and respect every member of our community...We model ethical behavior in and out of the classroom...We are transparent and accountable to our stakeholders.'

However, NIU is **not equitable** when it comes to our members. NIU does not respect our union employees. Our members have faced years of inequity, incredibly low wages, compression, and inversion. Our **union began** because our members went seven (7) long years **without any increases** in our wages. NIU is not ethical when it comes to paying a fair wage to our members. Many of our union employees make **just above minimum wage**. Minimum wage is currently \$13.00 per hour. That's about \$26,000 per year. Many employees have been here for years and they are still at minimum wage. They notice new employees in their identical classifications being hired at wages at or above

their own, often within the same division and frequently within the same department. Many long-term employees with seven (7), 10, or 20 or more years of dedicated service working for NIU **are being forgotten**. There are employees who have worked at NIU for 15 years and are making \$15 per hour. **NIU appears to recognize that we are underpaid yet offers nothing to rectify this injustice.**

This is why NIU needs a step plan. We want to establish a better, **more equitable** way to apply starting wages, years of experience, higher degree completion, promotions and promotional raises, classification movements, and seniority, all while decreasing wage compression and inversion. The step plan will correct these **years of injustice**. We have worked on this extremely reasonable economic plan for the past two years. The economic plan we proposed to NIU was very detailed and creates a clear, equitable process for new employee wages and existing wages, while accounting for years of service. We have several long-standing employees in the same classification, who make less than employees who have been here less than 5 years.

Our union had a bargaining session yesterday. NIU says there are many hurdles to our step plan. One hurdle to implementing our step plan is that for the first year, it would cost the university 10.2% more. The university **has saved untold thousands** over the years because they would **not address these inequities**. With historic increases to higher education funding in Illinois, **now is the time to invest in fair compensation for office staff.**

NIU says it is *too complicated to figure out a fairer system*, even though **we have given them one in the form of our proposed step plan**. NIU has said, at various times, that decisions cannot be made because of new administrators coming on board, such as the Vice Presidents for Finance or Human Resources. You'll agree, we have had many changes in administration over the last several years.

However, the university does not stop operating and **decisions are still being made**, every single day. Successful bargaining contracts with both the Faculty and Instructor unions were reached during these times of transition. It cannot be an excuse NOT to correct the injustice.

NIU offered us a 5-sentence economic proposal that consisted of a 5% increase for FY24 and a 2% increase for FY25. That's it. It **addresses NONE of the issues** regarding compression, inversion, or years of experience. If we take that into context, a \$14 per hour employee will make \$15 in two years.

In the long run, establishing our step plan will enable everyone involved to outline their financial futures in a **fair and equitable** manner. And yes, we realize that while the outlay may be slightly more than NIU wants to pay out, **our members- the NIU employees, are worth it.**

Thank you to the Board of Trustees for the opportunity to speak on behalf of AFSCME Local 1890, the Clerical, Technical, and Administrative Professionals union.

My name is Sarah Lindell and I am an Administrative Assistant.
Division of International Affairs. Thank you.

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](#).

“When you do nothing you feel overwhelmed and powerless. But when you get involved you feel the sense of hope and accomplishment that comes from knowing you are working to make things

Local 1890
Website

Is \$1 Considered a Proposal?

Local 1890 talked about our economic proposal for almost two years. The union mentioned this step-plan to the incoming HRS Director Hodson. At the beginning of the wage re-negotiation, administration told Local 1890 our step plan was more for a contract negotiation, this was a simple wage re-negotiation, and if we accepted the 6% raise that year, we could create a committee to discuss wages, salaries, inequities, an the like because they recently hired a new HR Director. So the HRS-1890 committee was formed.

The HRS-1890 committee met every other month and went over wages, salaries, why what's been done in the past isn't working, what issues it causes, and how what we propose going forward would eliminate the majority of the problems. Not all of them. We are not that egotistical. But what we proposed would help eliminate inequities, inversion, and the squeezing compression. It would eradicate the scattered plots of wages that fall all over the place with no rhyme or reason.

Fast forward to bargaining day of June 1, 2023. Administration had the Local 1890 step plan since April and has given **no response** or counter to our plan. The union even received an email **the morning of bargaining advising us they would not have a counter** to our step plan ready for the session later that day.

Oh, but they did. Maybe. Sort of.

They came armed with **five sentences**, which basically stated 5% for FY24 and 2% for FY25, at which time we can re-negotiate the wages in the middle of a four-year contract...because gosh darnit....they just aren't ready for something like our step plan, we can revisit it in year two of a four year contract.

Let us get this straight:

2022 wage re-negotiation: step plan more suited to contract negotiation.

2023 contract negotiation: step plan too big, let's revisit it in a wage re-negotiation.

Does that sound circular to you? Is that the sound of a can being kicked down the road?

Again. Some more?

We think we've seen this scenario before.... Lucy, Fred, a football?

Let's just say that their '*proposal*' was less than inadequate.

If we accepted that offer, an employee making \$14/hour would make \$14.70 after the first year, and \$14.99 by December 31, 2024. The minimum wage as of January 1, 2025 is \$15 per hour, so that would mean a .01 cent raise. Translation- **A \$14 per hour employee would make only \$15 per hour after two years.**

Even the [Bureau of Labor Statistics indicates a 4% increase](#) in the cost of living over the past 12 months. So at best, NIU is offering 1% for FY24, and -2% for FY25 (all things remaining the same).

No, NIU's proposal was not bargaining in good faith. It was simply an effort to not appear like they were not bargaining in good faith, with a Hail Mary Pass thrown in to see if we would take their bait and give away our voice, our power.

Our members are not falling for it. Not this time. Our members DO have power, DO have a voice. And they are **ready** to use them.

Next Membership Meeting

Tuesday, June 27, 2023 at Noon via Zoom

A link to the Zoom meeting will be sent to eligible voting members on June 23.

- 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 \$150.

NOTICE: Bargaining will go beyond June 30, 2023. What does this mean for you? It means that any raise you may receive is **still being determined**. Until a new contract is agreed upon, ratified by our **eligible voting members**, and signed by the Board of Trustees, you will not see a raise on your pay advice. You will eventually receive one. But a contract must be finalized first.

To the non-voting, represented employees- if you want a stronger voice in our union, to be eligible to attend meetings and vote on important matters like accepting our contract, raises, expenditures, or whether or not a strike happens, please consider **joining**. Dues are only \$20.55 a pay period or approx. \$10 a week.

Pets of 1890



Lesly Schoo in the College of Law has two fur-babies. Slipper is her 14-yr old kitty and is very feisty for her age, but also snuggly, loves napping and more napping. Slipper likes long walks in her litter box, writing Russian novels for Cowboy to read, and she does tattooing as a hobby. Cowboy is her beloved pupper. According to Schoo, Cowboy has a licker problem but they can't get him to go to licker's anonymous.

Tell us about YOUR pets
here!

Save the Date!

Are you ready for Lagoonapalooza 2023?? The date has been tentatively set for **Wednesday, September 13th**. There is still time to join the planning committee....help us plan the best party of the year!

**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

Rebecca Rahe

Joe Gruber

*Certified Stewards

Contact List

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[Exclusive union member benefits](#)

Concerns about workplace issues

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[Local 1890 Stewards](#)

General questions

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AFSCME Staff Representative

Rick Surber

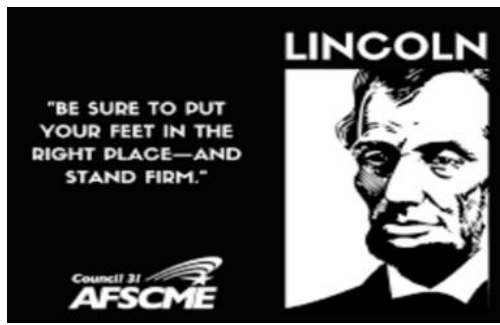
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You can easily join YOUR voice to
OUR Local 1890 voice today!

[Join NOW!](#)

Local 1890 Website
Facebook Group

**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."



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