

SUMMARY OF TENTATIVE AGREEMENT
BETWEEN AFSCME LOCAL 1890 AND
NORTHERN ILLINOIS UNIVERSITY

Below lists the highlights pertaining directly to members of Local 1890. Omitted are the wording changes of some articles / sections that were made for clarity or brevity.

Full copies of the tentative agreement will be available during the **in-person ratification meeting from 12 noon – 12:30pm in the HSC on Friday, October, 27th**, and electronic copies will be available for the **online zoom ratification meeting from 12:30pm – 1pm on that same day**. Only eligible voting members may attend and vote.

SUMMARY

Two-year agreement: 7/1/2023 – 6/30/2025

Overtime will follow [university policy](#).

Flex time cannot be used to deny overtime.

FY24 bargaining unit employees will receive a 5% increase, retro to 7/1/23 (employee must be hired before 7/1/23).

Probationary employees will receive evaluations:

6-month probation: in their third month

12-month probation: in the 5th and 9th months

One-time lump sum for FY24 as follows:

Hired between 8/1/21 and 6/30/23	\$750
Hired between 4/1/17 and 7/31/21	\$800
Hired between 6/1/08 and 3/31/17	\$1100
Hired before 6/1/2008	\$1150

Effective January 1, 2024 NIU (“The Employer”) will raise the minimum starting wage to \$16.00/hour. Any member making less than \$16/hour will be raised to \$16.00 per hour.

Effective January 1, 2024, the Employer will allocate \$133,000 to address inversion in the following classifications:

Office Support Associate, Office Support Specialist, Office Manager, Office Administrator, Administrative Aide, Administrative Assistant, Admissions/Records Representative, Senior Business Manager, Accounting Officer, Financial Aid Coordinator, Library Specialist, Senior Events Coordinator, Procurement Officer

Parking rates will be the same for Local 1890 members as it is for all non-union faculty and staff.

FY25: Effective July 1, 2024, the bargaining unit members will receive either the equivalent of the campus increment for non-negotiated employees or a 3% increase, the greater of the two but not both. The increase will be subject to the same eligibility requirements for non-represented employees.

Effective July 1, 2024, any bargaining unit member hired on or after 8/1/2021 will receive an annual increase of \$750.00, **added to the base salary**, or the hourly equivalent, if applicable.

Effective July 1, 2024, any bargaining unit member hired between 4/1/2017 and 7/31/2021 will receive an annual increase of \$800.00, **added to the base salary**, or the hourly equivalent, if applicable.

Effective July 1, 2024, any bargaining unit member hired between 6/1/2008 and 3/31/2017 will receive an annual increase of \$1100.00, **added to the base salary**, or the hourly equivalent, if applicable.

Effective July 1, 2024, any bargaining unit member hired before 6/1/2008 will receive an annual increase of \$1150.00, **added to the base salary**, or the hourly equivalent, if applicable.