

UIC Professional Contract Meeting

SEPTEMBER 22ND 6-8PM



Celebrating the UIUC Contract Wins!

UIC Updates Page!

<https://seiu73.org/updates/uic-updates/>

UIC Professional Contract Training

- ▶ Introduce yourself in the chat!
- ▶ Tell us your name, title, & work location

Agenda

1. Welcome
2. MAC introduction & CBA training
3. Contract negotiations key dates & information
4. Politics & our fight at UIC
5. Overview of ongoing fights
6. Next steps

Zoom Setup

- ▶ Rename yourself by hovering on your name in the Participants menu and clicking "Rename".
- ▶ Mute/Unmute (Dial *6 if on your phone)
- ▶ Turn Video On/Off
- ▶ Use the Chat!



Guidelines for Productive Discussion

- ▶ **Turn on your zoom video**
- ▶ Be present & respectful
- ▶ Change your name on your screen
- ▶ Minimize distractions
- ▶ Step up, step back
- ▶ Participate actively by raising your hand, asking questions, and using the chat function
- ▶ Take notes
- ▶ Stay on mute until questions and discussion sections
- ▶ If there are questions not directly relevant to the presentation, save them for the end

MAC Introduction & UIC Pro Contract Training

MAC Introduction

In May 2018, The Committee On the Future of Local 73 made the recommendation to create a Member Action Center. SEIU Local 73 President, Dian Palmer was determined to implement the Member Action Center and have representatives speak live with members. President Palmer believed that members need an action center to be the main point of contact for members to reach out to address their questions and concerns.

MAC Introduction

The Member Action Center (MAC) was launched. It is a full functioning action center that immediately connects members with knowledgeable union representatives and in the process frees up our field organizers to be deployed effectively to worksites.

MAC Structure

The Member Action Center is set up in two different sections. One group of representatives are focused on Inbound Calls and Emails. The other half is focused on handling discipline hearings, investigatory meeting and grievances. Together we are referred to as the MAC.

What you can expect when you call the MAC

- A front-line MAC representative will answer the phone and confirm that we have current contact information for you, including your name, phone number, home address, and email address. A rep will confirm this information is correct every time you call.
- A front-line MAC representative will make every attempt to answer your question about workplace and contract matters and to try to resolve your issues during that phone call.
- If you received a disciplinary action or if you feel that there is a contract violation a MAC representative will fill out a dispute form in our database, which the Director of the MAC will then assign to an available MAC hearings representative.

What you can expect when you call the MAC

- For clarity: a MAC representative is an at-large Union rep. In addition to handling disputes and hearings at UIC, MAC reps, also handle cases with Chicago Public Schools, Cook County, the City of Chicago and over 200 other contracts/job sites across Chicagoland, Northwest Indiana, and downstate Illinois. When you have a case that is being handled by the Member Action Center, that MAC representative is ONLY handling that specific case for you. For any other matters, please call the MAC at: [\(312\) 787-5868](tel:3127875868) or email at MAC@seiu73.org to generate a new representation request.
- For all other matters, you have dedicated field representatives to handle other questions, and organizing opportunities.

Grievances & Hearings

The Grievances & Hearings Team of the MAC handles the following:

- Informal Meetings
- Investigatory Meetings/Interviews
- Pre-Suspension Hearings
- Pre-Disciplinary Hearings
- Discharge/Reconciliation Hearings
- Decision Meetings
- Grievance Hearings

Grievances & Hearings

The representative assigned to your case will then call you to prepare you for your upcoming hearing or investigative interview. Normally, the representative will call you 24 to 48 hours prior to your hearing. Even though you may want to talk earlier than that, please bear in mind that the details of a conversation held a week prior may not be as fresh as information gathered a day or two before.

In Solidarity

The Member Action Center has reached its initial goals in launching a main point of contact for the membership to reach out to the Union with their questions and concerns. The MAC has grown into a hub for member disputes, disciplinary representations and grievance handling. We have a dedicated team ready to assist members in a variety of workplace concerns. The membership is encouraged to reach out to the MAC:

- Monday - Thursday 9:00 a.m. - 5:00 p.m. and Friday from 9:00 a.m. - 4:00 p.m.

Phone Number: **(312) 787-5868**

Email: MAC@seiu73.org

MAC Case Study How the Union helped solve a problem at UI Health

We're going to take a moment to explain how your Union, helped resolve a recent contract issue at UI Health regarding bilingual bonus pay.

In mid-June, the MAC received a request from a Customer Service Rep, who is covered by the Clerical contract, that she has never received the one-time \$750 bilingual bonus pay. We filed a grievance on the issue, but it was a convoluted situation, because the contract said one thing, while Civil Service policy said something else. Working with the Higher Ed team, we decided a labor-management meeting would be most effective to address the unresolved bilingual bonus pay issue.

How the Union helped solve a problem at UI Health

We worked with that member and she crafted a statement about how she uses Spanish in her day-to-day work. That member gave crucial testimony in front of management, which did much to help steer them to finding a solution. She illustrated that a large chunk of her work with patients and clients was conducted in Spanish.

How the Union helped solve a problem at UI Health

If you believe you use a second language regularly in your job, contact your department director or your manager to request approval to take the bilingual exam. If approved, your director will then contact employee relations, who will arrange to have you take the test. UI Health will reimburse you up to \$165 to take the test. If you pass and you get a special approval as a result, you will receive a one-time \$750 bilingual bonus.

- If you have a current issue regarding bilingual pay email MAC.
- If you want to join the effort to make this language permanent in the contract, please contact your Field Organizer to get more involved.

Year 4 Increases & Finding your pay scales

- ▶ According to the contract, your 3.5% pay raises should have gone into effect on the first day of the **first full pay period after** August 16, the beginning of Year 4 of the Professional CBA.
- ▶ UIC has confirmed that all raises for professional staff are on track to be fully paid out on this timeline. If your pay is STILL not correct, notify Local 73's Member Action Center

Pay equity

▶ Article 5.10 Equal Pay

- ▶ Equal pay is required pursuant to University policy and several Federal and State statutes, e.g., the Fair Labor Standards Act, the Civil Rights Act and the State of Illinois Fair Employment Practices Act, the requirements of which vary. Differences in pay shall not be based upon race, color, religion, sex, national origin or age. **Employees within a campus or other specified unit who are doing substantially equal work, which requires substantially equal skill, effort and responsibility, and are performed under similar working conditions shall receive equal pay, except when a wage difference is based upon some other factor, such as experience, longevity, or merit progression within ranges. These exceptions should not create inequities as defined in 5.8.**
- ▶ 5.8 An inequity is defined as an unjustifiable pay variance created when one employee is compensated more than another employee with equal or comparable experience, longevity and/or education

Market pay

▶ 5.4 Market Adjustments

- ▶ The Employer may increase compensation as a market adjustment where local market rates exceed existing rates by 3% or more. Prior to implementing such an adjustment, the Employer shall notify the Union. Upon request by the Union, the Employer shall provide relevant information that is not prohibited from disclosure, including market survey information within a reasonable timeframe and will discuss the market adjustments with the Union. For Technical bargaining unit job classifications, an annual market analysis and, if necessary, adjustment will be completed by the Employer. The Union may request a market analysis for specific titles it believes to be behind the market.

Questions about raises, payscales or wages in the Pro CBA?



Fighting for improvements through the contract!

Collective bargaining & collective action

- ▶ Through collective bargaining, members have a say in your terms & conditions of employment
- ▶ Members win improvements at the bargaining table by leveraging power in numbers
- ▶ Power in numbers requires members getting active as a contract action team (CAT)
- ▶ Staff negotiators and organizers provide guidance, tools, and resources to members

Bargaining Timeline

- ▶ Fall 2022: Bargaining surveys
- ▶ Winter 2022: Elect bargaining committee
- ▶ Spring 2023: Demand to bargain

Bargaining Survey

- ▶ Enables members to speak from everyday experience at work around issues of wages, benefits, and working conditions
- ▶ Members write survey, drawing on existing resources
- ▶ Big push to get at least half of members to fill out surveys
- ▶ Surveys can be filled out online or in-person
- ▶ Bargaining committee uses member responses to surveys to craft a bargaining platform
- ▶ Surveys include space to nominate coworkers for the bargaining committee and to volunteer for the contract action team

Elect Bargaining Committee

- ▶ Union contract stipulates a committee of 15 members
- ▶ Needs to be broad and representative
- ▶ Committee works with negotiators to write proposals and present them in negotiations with management
- ▶ Contract action team can have unlimited number of members

Demand to Bargain

- ▶ March on the boss to present demand
- ▶ Set bargaining dates with management

Escalation!!

- ▶ Open bargaining
- ▶ Purple up! Rallies, marches, petitions, sticker and button days, etc.
- ▶ Prepare to strike

Committee on Political Education

What is COPE?

- COPE is SEIU's volunteer political action committee fund that gives the union the power to take action at the political level. COPE was created to give our members a voice and hold politicians accountable at the every level of government.

Why should you contribute?

- In order for us to continue to build power, we must work to support and develop accountability with elected officials who will advocate and fight for the labor issues that are important to our members.
- Dozens of Illinois politicians such as House Rep Lakeisha Collins, Alderman Byron Sigcho-Lopez, and Alderwoman Jeanette Taylor supported UIC workers during their last strike. COPE is here to fight for UIC workers.

Contribute to COPE Today!

Contribute and get involved today

- Call (312)-787-5868
- Sign up on URL or use QR code
- bit.ly/COPEL73



What's next?

- ▶ Plan to distribute bargaining surveys in every area
- ▶ Signing up non-members
- ▶ Bulletin boards & union visibility
- ▶ Build unity in your work area

Member Discussion/Questions



Some questions to think about:

- **What** are we fighting for?
- So **what**?
- **What** are we willing to do about it?