



NEW DIRECTION FOR ILLINOIS

NEW DIRECTION FOR UIC

**SEIU 73 BARGAINING GOALS
FOR 2023 CBAS**

The background of the entire page is a photograph of a large crowd of people at a protest or demonstration. The image is heavily overlaid with a semi-transparent purple color. In the upper portion, many people are holding up protest signs. Some of the visible text on the signs includes "SEIU", "INA", "RACISM IS A PUBLIC HEALTH", "UNFAIR LABOR PRACTICE STRIKE", and "ON STRIKE!". The crowd appears dense and diverse. The lower portion of the image shows the lower legs and feet of people walking on a paved surface, possibly a street or sidewalk. The overall tone is one of social activism and public demonstration.

VISION FOR HIGHER EDUCATION IN ILLINOIS

Illinois families deserve fully-funded state universities equally equipped to serve the public by providing a quality affordable education for students, quality healthcare and support for communities, and good paying union jobs for the workers that make the universities run.

A decorative graphic element consisting of a grid of small yellow dots arranged in a rectangular pattern, located in the lower right area of the page.

12%



94,800
Students



787,000
Patient
Visits



32,000
Full-time
Employees



24,700
Degrees
Granted



6,400
Faculty



\$1.6 Billion
Capital
Projects



820,000
Alumni



\$7.65 Billion
Budget



\$1.2 Billion
Research
Funding



APPROACH TO NEGOTIATIONS

- Principled, not positional
- Problem solving
- Based on meeting public need/common good
- Rational approach to negotiations
- Open and inclusive



“The University of Illinois at Chicago (UIC) is recognized as one of the most diverse urban research universities with a philosophical commitment to enhancing that diversity.”

Task Force on the Progression and Success of African American Students University of Illinois at Chicago, 2016

UIC /S A PUBLIC GOOD

- UIC designated a Minority Serving Institution
- COM top educator of black and Latino doctors in the US
- 75% of Hospital inpatient services funded by Medicare/Medicaid
- DSCC served 13,100 Illinois families in 2022

UIC's mission

UIC provides the broadest access to the highest levels of intellectual excellence. UIC's mission is:

- To create knowledge that transforms our views of the world and, through sharing and application, transforms the world.
- To provide a wide range of students with the educational opportunity only a leading research university can offer.
- To address the challenges and opportunities facing not only Chicago but all Great Cities of the 21st century, as expressed by our Great Cities Commitment.
- To foster scholarship and practices that reflect and respond to the increasing diversity of the U.S. in a rapidly globalizing world.
- To train professionals in a wide range of public service disciplines, serving Illinois as the principal educator of health science professionals and as a major healthcare provider to underserved communities.

A BRIGHT FUTURE



J.B. PRITZKER

Proposed the largest increase for higher education in more than 20 years



BRANDON JOHNSON

Chicago's newly-elected mayor with a bold vision for fully funded public schools and education



MARIE LYNN MIRANDA

New UIC
Chancellor to be
appointed in July

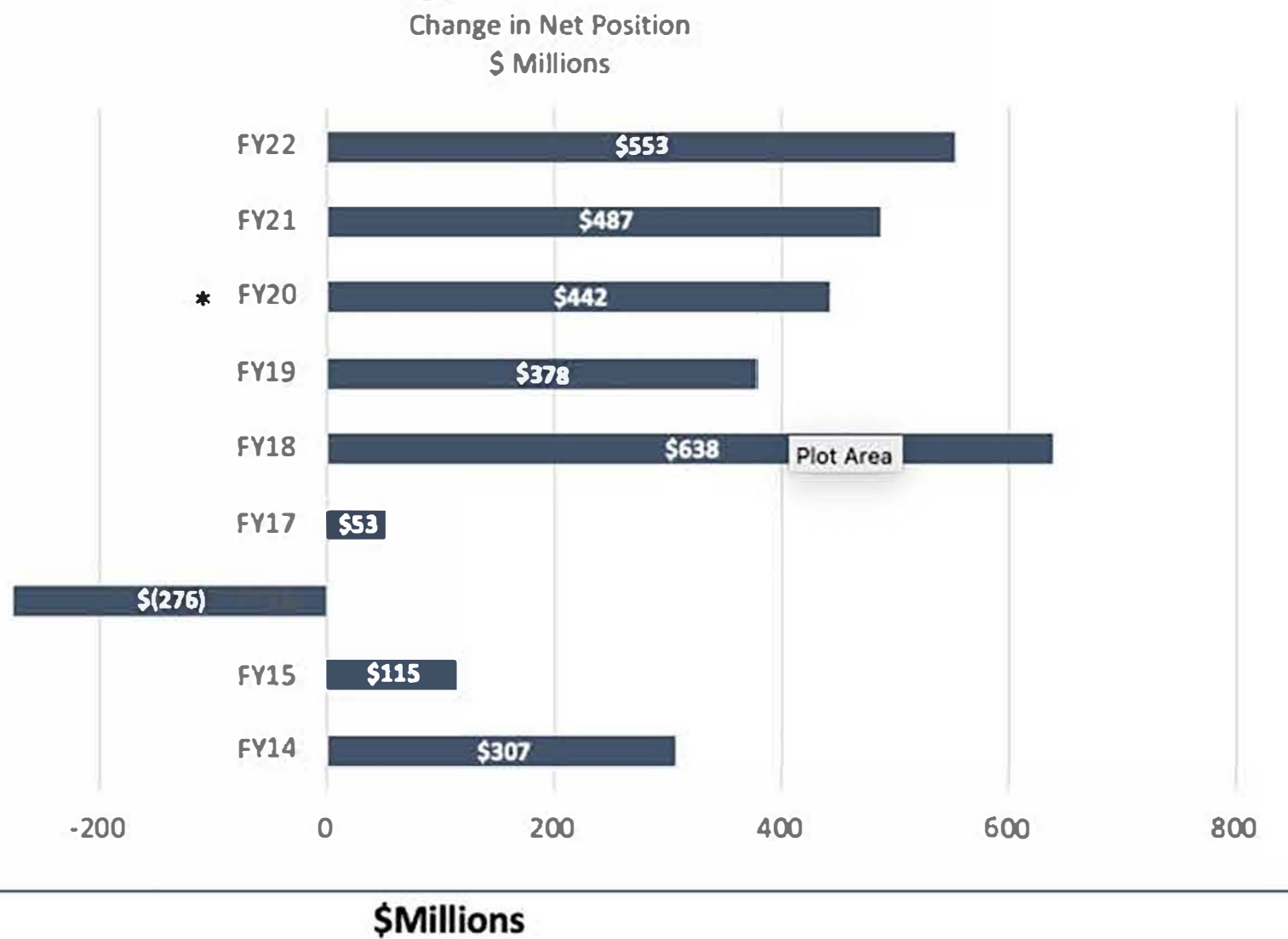
“Together we can provide life-changing educational programs at scale, while fostering the world-class research and engagement our city, state, country and world need.”

A BRIGHT FUTURE

70%
**INCREASE TO STATE FUNDS
FOR 2024 FISCAL YEAR**

&

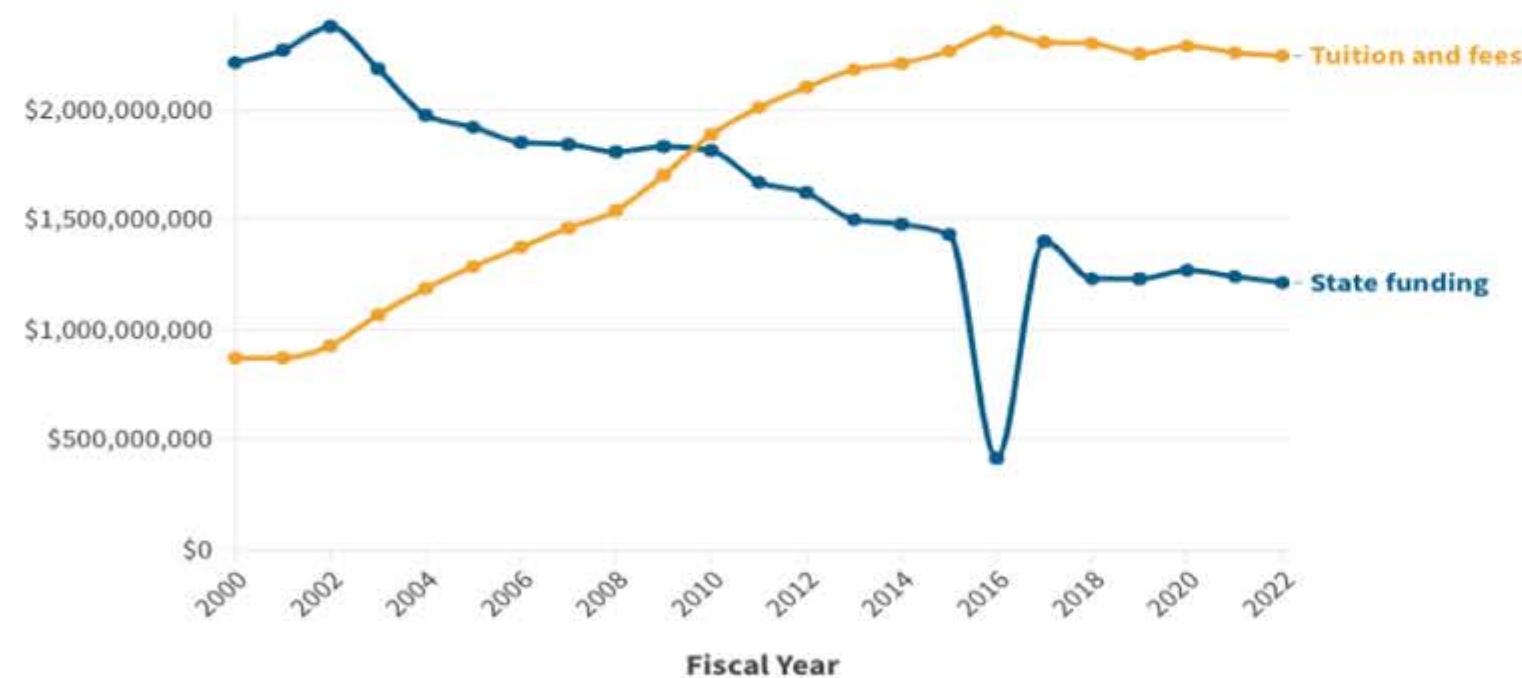
Annual Change in Net Position



20 YEARS OF STATE- DISINVESTMENT REORDERED INSTITUTIONAL PRIORITIES

State funding for Illinois public universities was cut nearly in half between 2000 and 2022

State appropriations for four-year public universities in Illinois and student tuition and fees collected by those universities. All amounts are adjusted for inflation using fiscal year 2022 dollars.



Source: Illinois State Board of Higher Education

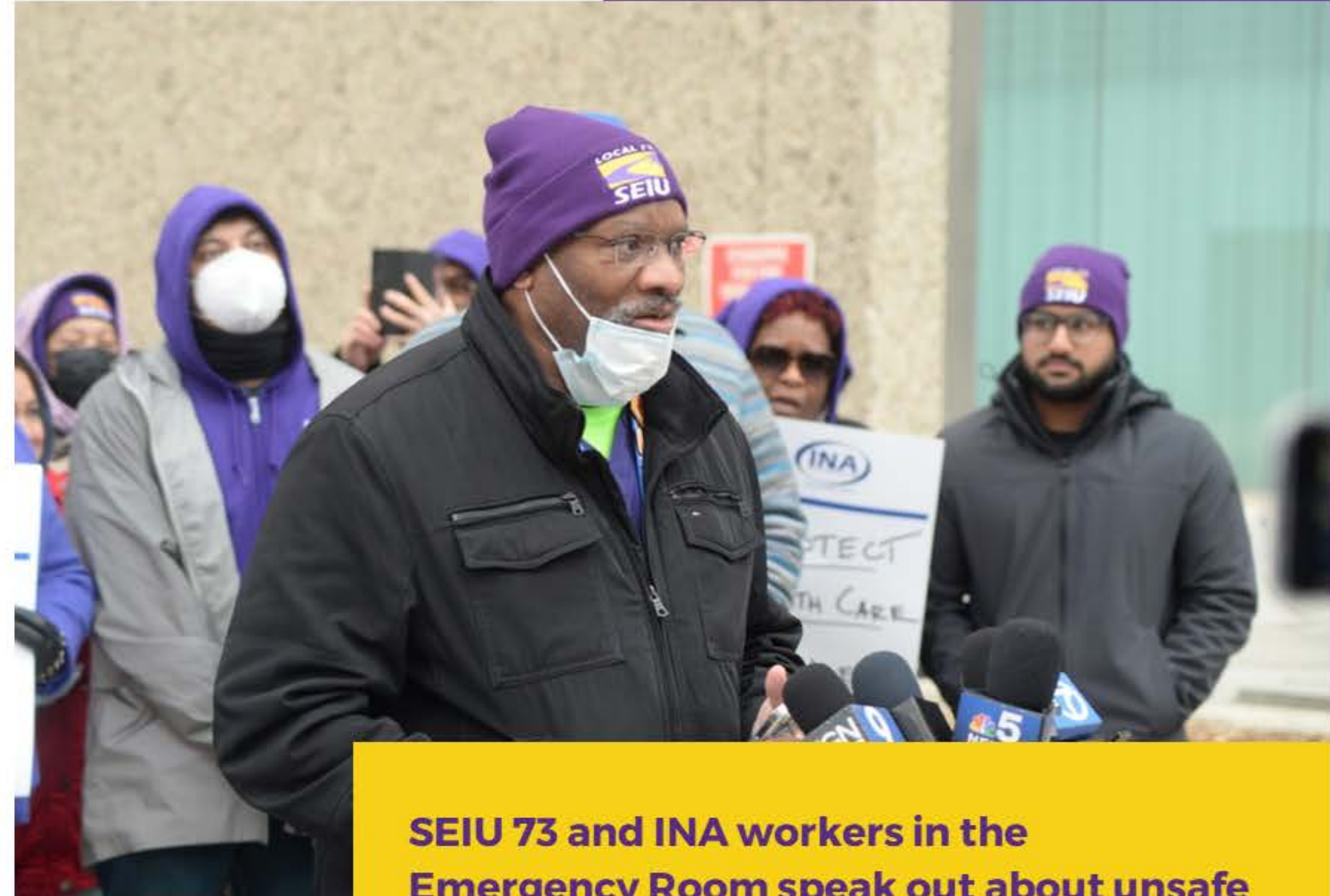
Note: This graphic includes data for the state's 12 public four-year universities.

Visualization: Alden Lory/WBEZ.

- Massive increases in tuition and fees
- Cut-backs to staff and programming
- Increased reliance on public-private partnerships

UIC IS STILL FEELING THE IMPACTS OF THIS DISINVESTMENT TODAY

- Under-resourced and under-staffed campus programs and services
- High number of civil service vacancies persist across the institution
- Hundreds of million dollars spent on private staffing contracts in last 5 years



SEIU 73 and INA workers in the Emergency Room speak out about unsafe working conditions for staff.

OUR SOLUTION: A PUBLIC-LABOR PARTNERSHIP TO . . .

- Increase retention, recruitment, and staffing levels among civil service positions**
- Improve wages, benefits, working conditions and professional opportunities across all UIC campus programs**
- Prioritize and sustain funding for campus programs & services that provide a public good to Chicago/Illinois families that need it most**

**TAKE CARE OF WORKERS
THAT TAKE CARE OF UIC**



COMPETITIVE PAY

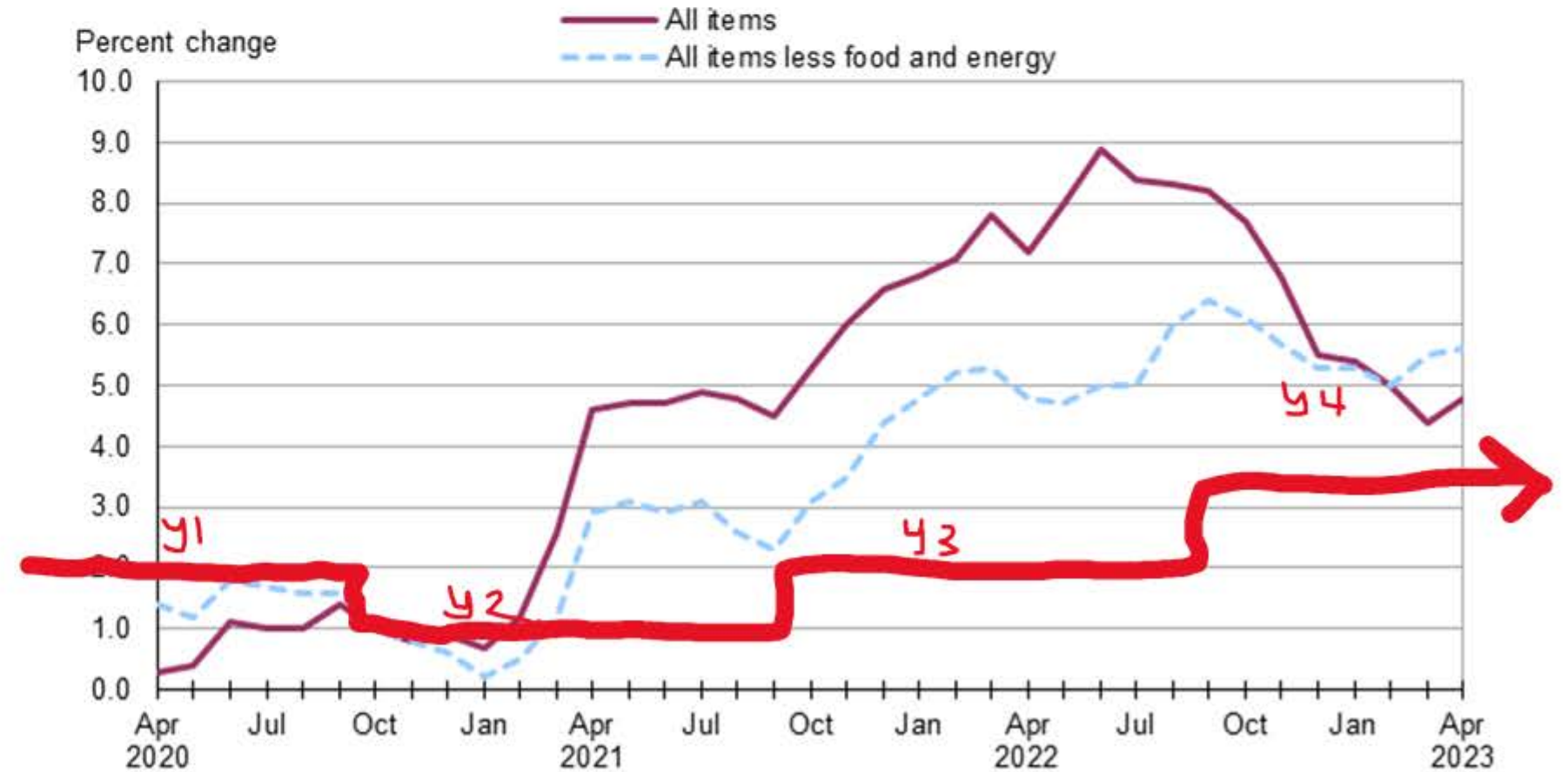
Goals

- At minimum, pay should keep up with the cost of living
- Pay rates should lead the market

75% of employees said that their pay was not keeping up with the cost of living

CPI for Chicago increased by 4.8% between April 2022 and April 2023

Chart 1. Over-the-year percent change in CPI-U, Chicago-Naperville-Elgin, IL-IN-WI, April 2020–April 2023



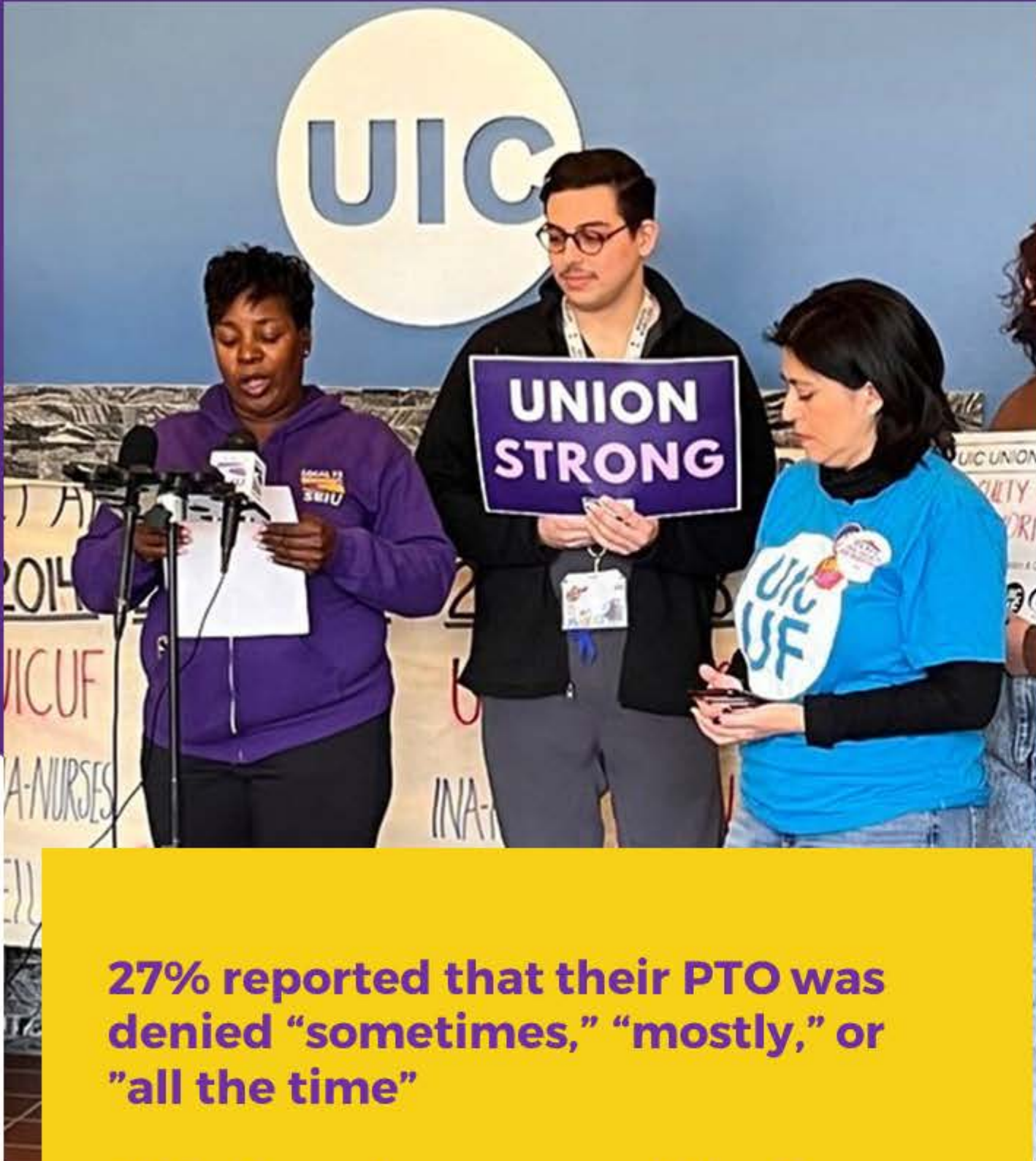
Source: U.S. Bureau of Labor Statistics.



REWARD SENIORITY AND LONGEVITY

Goals

- Pay for employees who have topped out
- Guaranteed progression within the pay structure (pros & dscs)
- Honor seniority in the distribution of work assignments, shift assignments, overtime, etc



27% reported that their PTO was denied “sometimes,” “mostly,” or “all the time”

21% of workers are working from home in some capacity

WORK/LIFE BALANCE

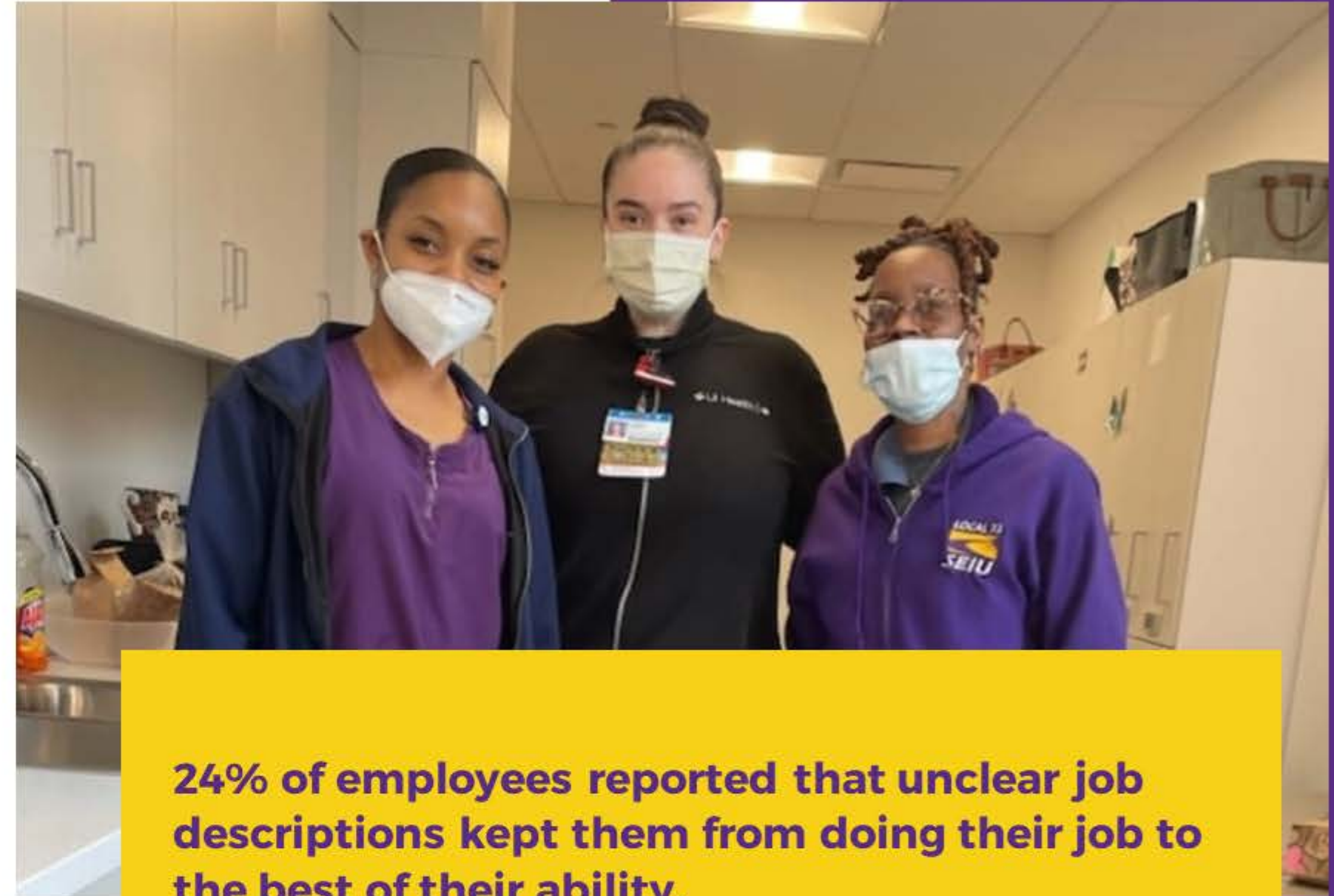
Goals

- Address impact of COVID on sick time and policies
- End use it or lose it of vacation time
- Improve remote work procedures and policy
- Fair and consistent schedules (weekend rotations, regular work hours for all employees, breaks for employees on call)
- Flexible scheduling for exempt employees
- Centralize departmental policies and practices for PTO usage and schedules

REASONABLE WORKLOAD & WORK ASSIGNMENTS

Goals

- Increase transparency for dept/unit driven changes to job descriptions and productivity measures
- Reduce unrelated assignments
- Pay for employees covering vacancies & short staffing (ex: float pay)
- Protections from short-staffing related disciplinary measures
- Discuss solutions to burdensome work responsibilities in site specific areas (EX: DSCC, BSWs, OT/PT)



24% of employees reported that unclear job descriptions kept them from doing their job to the best of their ability.

33% reported that unfair distribution of labor prevented them from doing their job.

PROTECT WORKERS

Goals

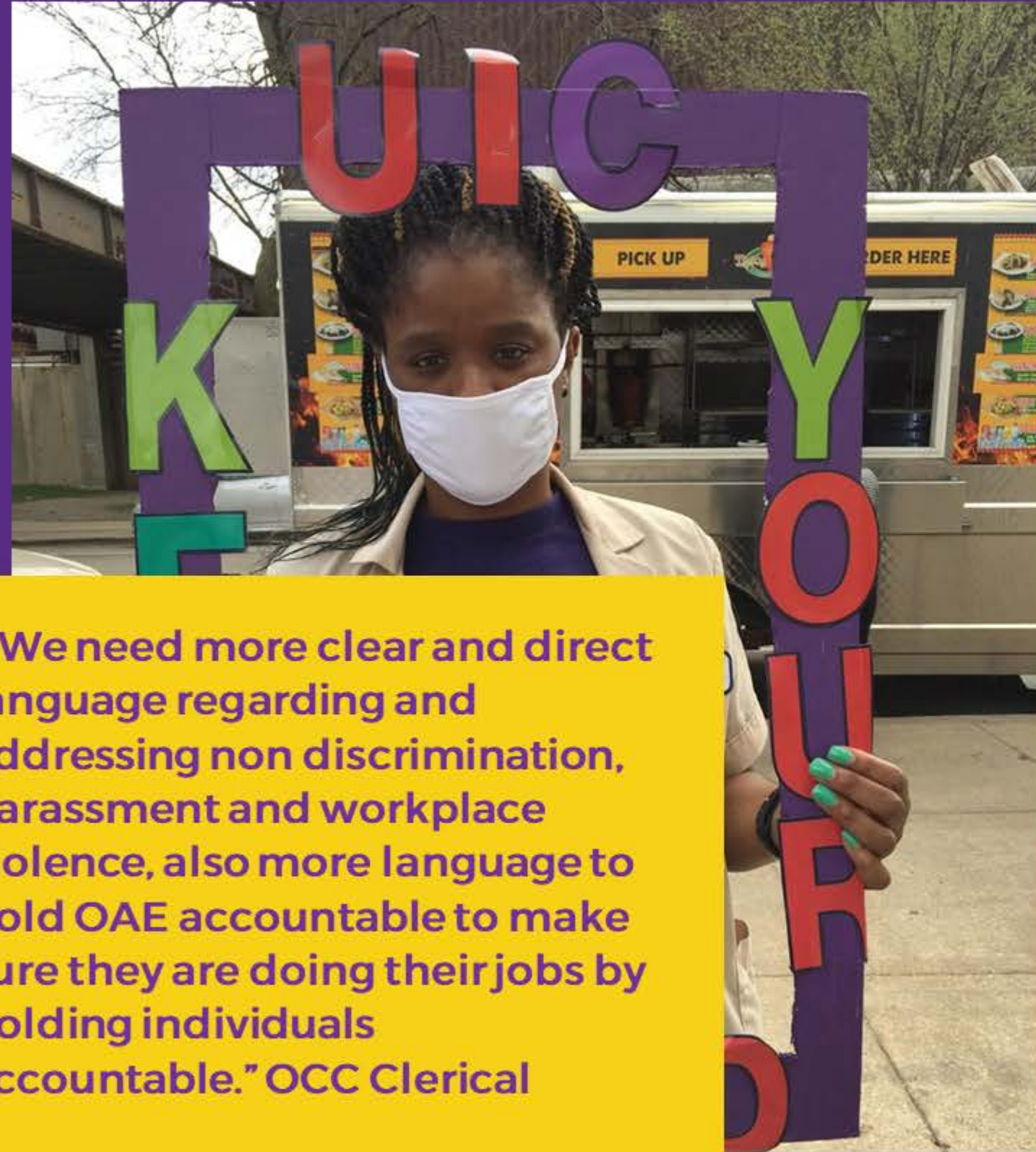
- Safe campus, particularly for those commuting at night
- Clear safety standards at the hospital
- Accountability to address unsafe working conditions & improper equipment
- Expand steward rights to enforce the contract
- Respect worker voice and input in new policies & practices, especially regarding safety for staff and patients in the hospital



28% of employees cited lack of proper equipment as preventing them from doing their job.

EMPLOYER, EDUCATOR, PROVIDER OF CHOICE





“We need more clear and direct language regarding and addressing non discrimination, harassment and workplace violence, also more language to hold OAE accountable to make sure they are doing their jobs by holding individuals accountable.” OCC Clerical

EQUAL OPPORTUNITY ACROSS ALL WORK AREAS

Goals

- Equity across titles, bargaining units, colleges, departments, and units
- Right to advance discrimination cases to Office of Access and Equity
- Transparent and clear paths to promotion
- Equal application of civil service rules



62% not paid fairly for experience, education

23% of workers said that lack of training prevented them from doing their job

60+ languages spoken, 1 in 3 students speak a language other than English at home

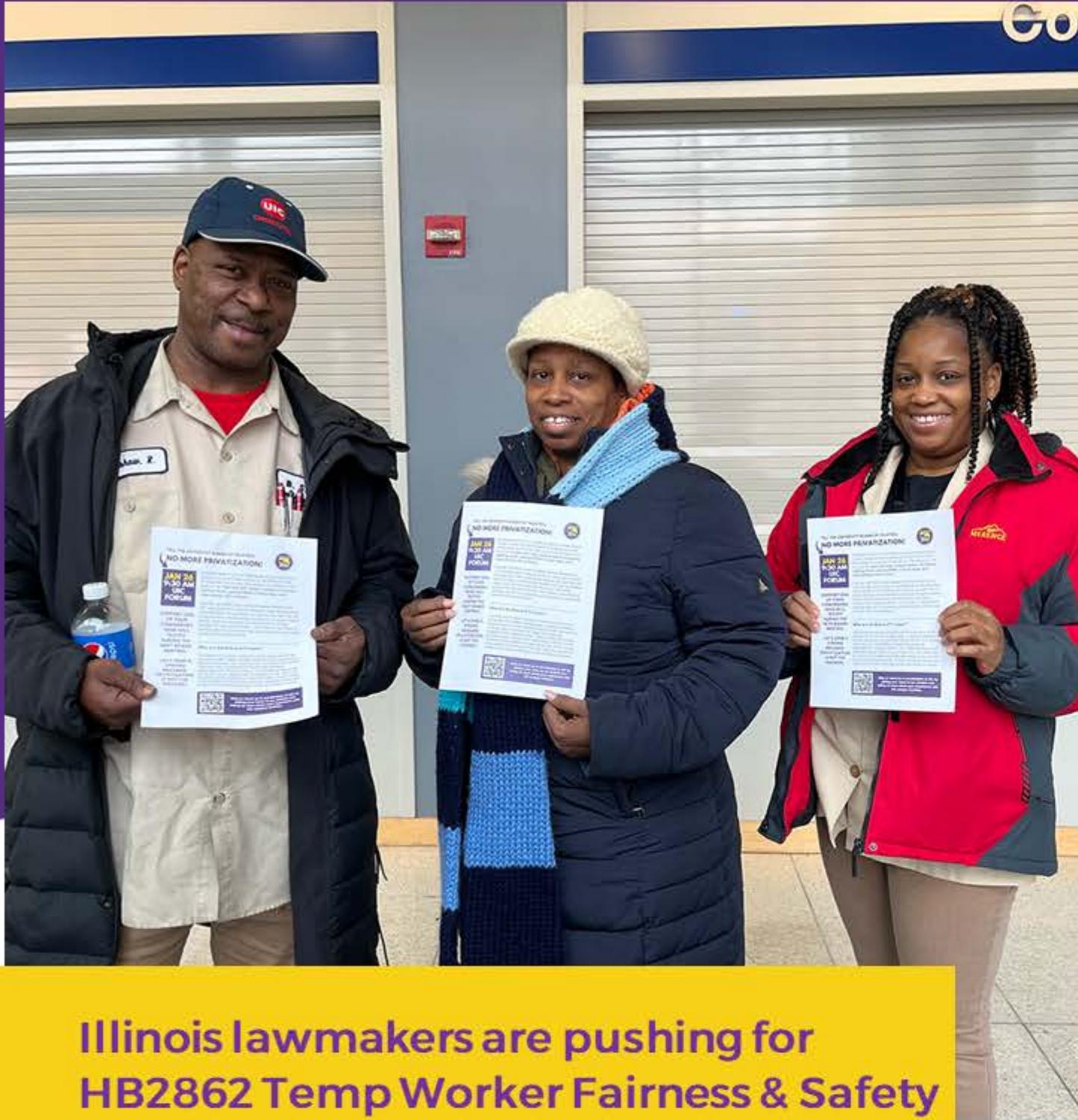
VALUE EDUCATION, TRAINING, DEVELOPMENT AND SPECIALTY SKILLS

Goals

- Paid time off and increased financial support for staff professional development
- Paid time and financial coverage for training and certifications required by the job
- Pay for certifications or degrees beyond those required by the job description
- Expand bilingual pay program
- Develop and expand peer-peer training opportunities

VALUING PUBLIC GOOD





Illinois lawmakers are pushing for HB2862 Temp Worker Fairness & Safety Act to protect workers and unions from exploitation by agency employers.

PROTECTING CIVIL SERVICE JOBS

Goals

- Bargaining unit work should be done by bargaining unit employees
- Establish protections from the impact of subcontracting
- Eliminate the *need* for agency & temporary staff to fill open positions
- Partner with UIC, lawmakers and civil service to filling civil service vacancies more efficiently