

Respect Us, Protect Us, and

Pay Us

*Economic proposals and bargaining for better pay for  
Professional, Clerical, Technical, and Service workers at  
University of Illinois Chicago*

*October 2023*

# Where are we at now?

Won	Close to winning	Far Apart
<ul style="list-style-type: none"><li>• 1-3 paid days per year for employees to use for work-related professional development, such as attending conferences, trainings, and maintaining licensures required by the job.</li><li>• Transparency for employees regarding their job descriptions and workload</li><li>• Setting a process for employees to bid for vacant shifts in their department based on seniority first and foremost</li><li>• More notice for employees undergoing significant scheduling changes</li><li>• A biweekly union orientation for new employees on the east &amp; west campuses.</li><li>• Vacation calendars posted in units at the hospital</li></ul>	<ul style="list-style-type: none"><li>• Outlining protections for hospital employees in flexible or rotating schedules</li><li>• Clearer expectations for departmental policies on requesting vacations</li><li>• Establishing a campus-wide overtime list for BSWs and ensuring overtime is rotated fairly and is based on seniority</li></ul>	<ul style="list-style-type: none"><li>• Flexible schedules for exempt employees</li><li>• Remote work procedures &amp; rules</li><li>• Additional protections (beyond those already in the CBA &amp; Civil Service) from impact of privatization</li><li>• Paid time for chief stewards to attend monthly meetings</li></ul>

# What we are fighting for

**Equitable pay scales that lead the market, honor seniority and longevity, and keep up with inflation**

**Premium pay and/or pay differentials for covering for vacancies and short-staffing**

**Honor education, certifications, and licensures obtained beyond those required by civil service for an employee's specific title either through pay premiums OR mandatory promotions**

**Pay differentials, bonuses and benefits should be competitive and on parity with other unionized employees at UIC, that means...**

- Expanding bilingual bonus to dental clinics and increasing the amount paid out
- End use it or loose it vacation (vacation payout)
- Increase on call pay
- Bonus for nurse techs when quality indicators are met
- CTA Pass for staff/Address parking premiums

# First, we need to fix the pay the scales

## Problems:

- Minimums are below the market and NOT competitive
- 50% of employees ONLY receive across the board increases
- The scales are inequitable - both in the number of years it takes to reach the maximum, and the percentage increase between the min and max (*and employees w/o steps NEVER reach the max*)
- Internal experience and external experience is often valued at a 1-1 ratio.

**\*In previous contracts Across the Board increases = Campus Wage = Killeen's Annual "Merit" Increase Email**

## Fixing the pay scales

**Principal #1:** Minimum rates for each title should be at or above the market.

**Principal #2:** The average employee should reach the max pay for their title in 20 years.

**Principal #3:** The average employee should expect to see at least at least a 65% increase in their pay between the max and min rates, after adjusting for market-based minimums and not accounting for across-the-board increases.

**Principal #4:** Employees with 20 years of service at UIC (or more) should receive pay increases honoring their longevity.

## Fixing the pay scales continued

**Principal #5:** Internal experience should be valued higher than external experience so that new employees have room to grow and incentive to stay at UIC, and so long-term employees are valued for their contributions to the organization.

**Principal #6:** No employee should receive a reduction in pay due to their placement on the new scale.

**Principal #7:** Across the board increases should keep up with inflation.

**Principal #8:** All pay increases should be retroactive to beginning of the specific CBA's contract year.