



Dear members,

Yesterday in bargaining, we took a big step towards UIC **valuing education, training, and professional development**. UIC *could* be a leader in education and healthcare by providing opportunities for their employees to take advantage of the immense resources right here on campus. That's why your team fought to secure a minimum number of paid days per year in our next contracts for employees in Technical, Clerical, and Professional units to use for work-related professional development, such as attending conferences, trainings, and maintaining licensures or certifications required by the job.

This win builds on other improvements that your bargaining team has been negotiating for since June. In the last four months, we have bargained with UIC a total of 21 times; 4 bargaining sessions for the Professional, Technical, and Service contracts, 5 for Clerical, and 3 for all groups at once.

Our progress so far is because of the actions of your coworkers, students, and the greater campus community choosing to stand together in solidarity and [demanding that UIC value public good over privatization and profit](#). From [standing strong against the poor working conditions and threats of privatization facing BSWs in UIC Hospital](#), to [denouncing U of I's continued assault on the First Amendment rights of our members](#), your coworkers are fighting to make UIC better for everyone.

In addition to securing paid education time, we've also made progress towards more **work/life balance**, establishing **reasonable workloads**, and **honoring seniority** in departmental policies and practices. Below are some highlights of our progress on those issues so far.

- Transparency for employees regarding their job descriptions and workload.
- Outlining protections for hospital employees in flexible or rotating schedules.
- More notice for employees undergoing significant scheduling changes.
- Clearer expectations for departmental policies on requesting vacations.
- Setting a process for employees to bid for vacant shifts in their department based on seniority first and foremost.
- Establishing a campus-wide overtime list for BSWs and ensuring overtime is rotated fairly and is based on seniority.

We have momentum, but the fight is far from over. **We are preparing to present our demands for annual pay increases to keep up with inflation, guaranteed progression within the pay scales, and other pay-related proposals at our bargaining session scheduled for Nov 1, in person, location TBD.** In the meantime, we are still fighting over non-economic improvements that management has refused to make any movement on, even after 21 sessions. The issues include protections for employees working remotely, workload in areas with high numbers of vacancies, flexible schedules for exempt/salaried employees, job security for BSWs, job posting and fair opportunities for promotions, health and safety for patient-facing employees, and much more.

To hear more about the fight for a fair contract and to get your questions answered, come out to a member town hall on Thursday, October 26 at 6pm on Zoom. Register here:



The next bargaining sessions will be held as follows:

- Technical, October 17, on Zoom
- All units, October 19, on Zoom
- Professional, October 24, on Zoom
- Professional, October 30, on Zoom
- All units, November 1, in person, location TBD

Bargaining is open for member observers to attend during times during the day when you are not working. RSVP to attend a bargaining session here:



A union is as strong as the members! So **sign up to join the contract action team** and take action in our fight to improve working conditions at UIC!



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Service Employees International Union Local 73

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