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## Bargaining Update

In our December 1 bargaining session, the union gave management our proposal for increasing the minimum pay rates to at or above the market, the final piece of our economic proposals. The union proposed to increase the minimum rates for each title to reflect real market rates. Not only will increasing the minimums ultimately lift all current employees' pay rates, but it would also give UIC the ability to offer higher pay to new potential hires so they can fill the nearly 1000 civil service vacancies across campus. As a reminder, on November 1, we already gave management our proposals to increase all workers' pay rates to keep up with the cost of living, establish fair pay progression honoring workers' years of service, and fix pay inequities. Please refer to [our economics presentation from our October meeting here](#) for more information on our demands for transformative pay increases.

But the clock is ticking and it's clear that workers can't afford to wait around forever for pay increases that are long overdue. In the last two years, the U of I received a 12% to their budget from the state, but UIC workers on average only received 3.5% - that's less than one third of the percentage increases given to the university. No matter how productive our conversations may or may not have been at the bargaining table so far, our fight is ultimately going to come down a simple question – How much is the university willing to pay to fund campus services and fulfill their responsibility to their students, patients, and workers? We can either sit back and wait for their answer, or we can take steps now to show them how serious we are.

## Next Zoom Member Townhall

Join our rescheduled [Zoom town hall on December 14 from 5-6:30 PM](#) (rescheduled from tonight, December 6) to hear more updates about bargaining and find out what you and your coworkers can do to fight for the pay increases that you deserve. RSVP below.



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## Additional Bargaining Updates

In the past three weeks, we held a total of five more bargaining sessions with UIC management, including the all-group session on December 1, two Service sessions, one Pro session, and one Tech session. In those sessions, we won the same right to professional development days for the service employees that we won for the techs, pros, and clerical staff previously this fall. We got much closer to winning a fairer, seniority-based procedure for the distribution of overtime and vacation for building service workers and other service employees. Finally, after much discussion over the last few months in professionals bargaining, we won language increasing professional workers' freedom and flexibility over their work schedules. While we are happy to be making consistent progress in our non-economics bargaining, we are still fighting over our work life balance demands (fair scheduling in the hospital & clinics, breaks for employees on call, and protections for remote work) and our demands to make the hospital, clinics, and campus safer places for workers and the patients and students you serve.

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## Next Steps

[Sign our letter demanding](#) that UI stop spending money on private companies, and start investing in students, patients, and workers!



Attend the UIC Member Bargaining Townhall on December 14 from 5:00-6:30 PM.

[Sign up to attend bargaining](#) at one of the last few sessions in 2023

