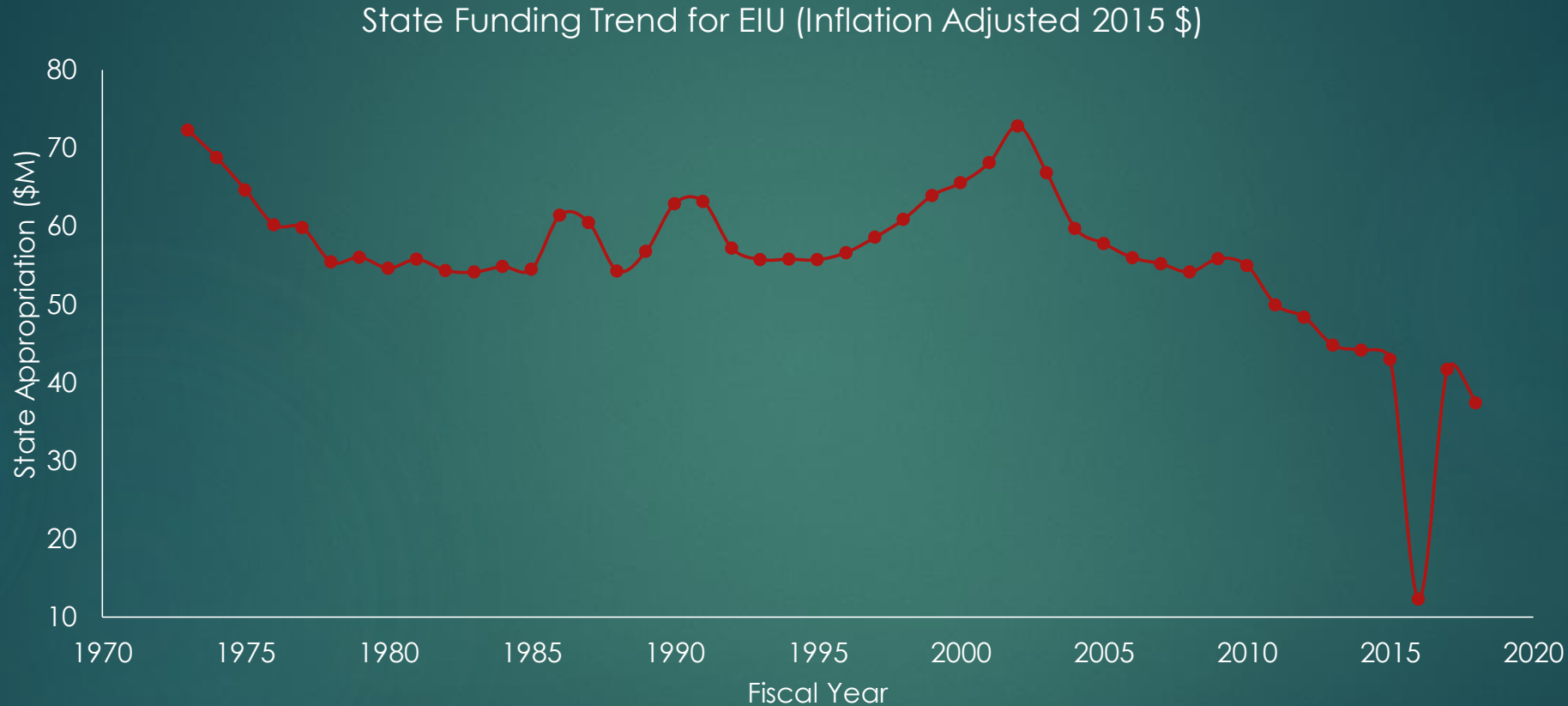




UPI General Membership Meeting

FALL 2017

Historically Unusual Times



- Inflation adjusted 42 year average (1973 – 2015) state appropriation to EIU = \$57.8M
- Benchmark year (2015) state appropriation to EIU = \$43.0M (26% below 42 year average)

Current Bargaining Unit Numbers

- ▶ Tenured/Tenure Track (287, 67%)
- ▶ Annually Contracted Faculty (ACF – 99, 23%)
- ▶ Academic Support Professionals (ASP – 42, 10%)

- ▶ Total = 428

UPI represents nearly 40% of all EIU employees

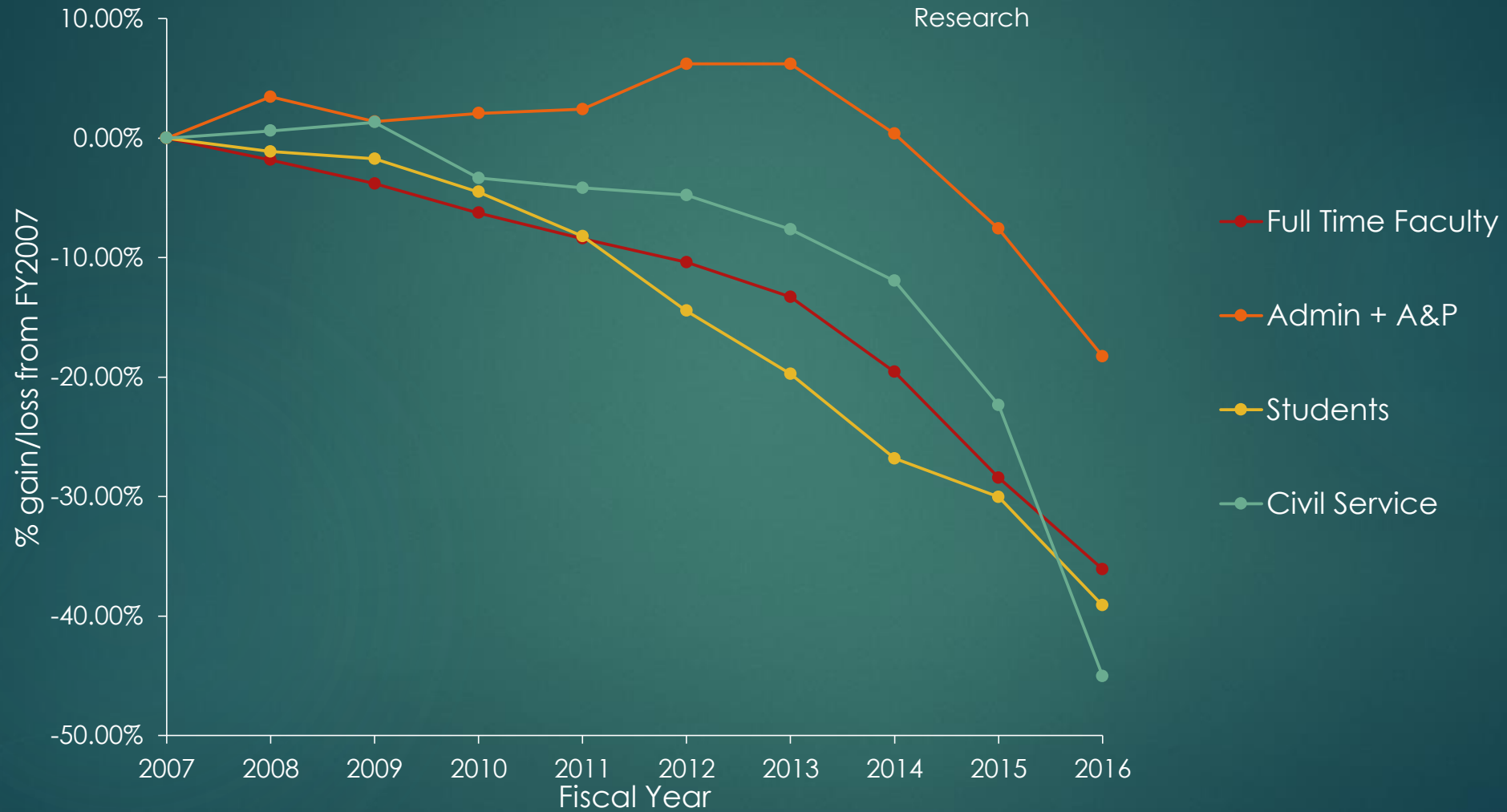
Trends by Category

	1-Year Loss	2-Year Loss	6-Year Loss
Unit A	9.2 %	20.7 %	30.0 %
ACF	2.9 %	23.8 %	47.3 %
ASP	12.5 %	17.6 %	31.1 %
Total	8.2 %	17.5 %	35.1 %

Fall of Academic Year	% of Faculty in Unit A
2011	68.6 %
2015	73.6 %
2016	75.6 %
2017	68.0 %

% Change by Category FY2007 - 2016*

* Data derived from EIU Institutional Research



UPI, Faculty, and Student Reductions up to Date

	% Loss of Students*	% Loss of Faculty (FT)**	Reduction in UPI yearly salary**
AY11/12 – AY17/18	32.5	34.1	\$11.6M
AY15/16 – AY17/18	17.5	17.5	\$7.4M

* Derived from EIU Institutional Research

** Derived from UPI data

Coming Attractions

- ▶ UPI Elections – Jan 12 nominating committee, February meeting to solicit floor nominations, March 2 candidate's statements due, End of March ballots mailed, April 20 postmark deadline for return ballots, April 26 ballots counted, April 27 results posted.
- ▶ U.S. Supreme Court Janus Decision this spring
 - Expected enactment of “right to work” law for public employees
 - Implications and strategy to address this
- ▶ Both collective bargaining agreements (contracts) expire August 31, 2018
 - Current 4-year contract ratified in summer 2012 now in 6th year
 - Traditionally Unit A & Unit B contract negotiations begin this spring
 - Preparations & Feedback

The Real Threat of Janus

- ▶ Non-members contribute no union dues - “free riders” – loss of “fair share” – important but a secondary issue
- ▶ Requires payroll to keep track of UPI numbers – currently unnecessary - implications
- ▶ Membership decline decreases UPI leverage going into bargaining
- ▶ Goal of “right to work” = no collective bargaining
- ▶ Long term - weakened or no union means weakened or no contractual protections for workload increases, compensation decreases, and degradation of working conditions.
- ▶ Outside groups (e.g. IPI) will attempt to influence – 1% raise short term

Where do our dues go?

Yearly UPI Dues

- ▶ Everyone pays dues of 0.6% of yearly salary to UPI. None of this is spent on politics.
- ▶ If yearly salary > \$57,861, in addition to above, flat fees for AFT & IFT total \$613. A portion of this money is spent on politics.
- ▶ If yearly salary < \$57,861, the flat fees for AFT & IFT total \$333.
- ▶ A couple of single digit fees for liability insurance and labor council.

If there is an objection to dues money going to politics this portion can be earmarked to a list of charities instead.

“COPE Redirect”

The new membership authorization form we are asking all to sign for the “right to work” (for less) world...



IELRB

ILLINOIS FEDERATION OF TEACHERS— AMERICAN FEDERATION OF TEACHERS/AFL-CIO

MEMBERSHIP DATABASE INFORMATION

Name _____

Address _____

City _____ State _____ Zip _____

Cell Phone _____ Home Phone _____ Work Phone _____

Email (non-employer) _____

Birth Date _____ Date of Hire _____

Worksite _____ Job Title _____

UPI 4100 Chapter _____

Membership Statement: I hereby apply for membership in the Union and agree to abide by its Constitution and Bylaws. I authorize the Union to act as my exclusive representative in collective bargaining over wages, hours, and other terms and conditions of employment with my Employer. My membership in UPI Local 4100 and the Illinois Federation of Teachers (IFT), including any other Local Union which is my exclusive bargaining representative and is affiliated with the IFT, shall be continuous unless I notify my Local President in writing that I intend to resign.

Signature _____ Date _____

Dues Authorization: During my employment, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, an amount equal to dues certified by the Union, and to remit such amount monthly to UPI Local 4100 each pay period. I understand that signing this card is not a condition of my employment.

Revocation Window: This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of authorization and shall automatically renew from year to year unless I revoke this authorization by sending written notice to the Union by the United States Postal Service postmarked between August 1 and August 31.

IRS Disclaimer: Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Telephone Consumer Protection Act Statement: By providing my cell phone number, I understand that the Union and its affiliates may use automated calling technologies and/or text message me on my cell phone on a periodic basis, and that I can unsubscribe from these messages. The Union will never charge for text message alerts; carrier message and data rates may apply to such texts.

Signature _____ Date _____

COPE: Committee on Political Education Payroll Deduction Authorization, State of Illinois

I hereby authorize that the sum of \$2; \$5; \$7.50; \$10; \$15; \$20; other, specify _____ be deducted from each paycheck and that the money be forwarded to the University Professionals of Illinois, Committee on Political Education. This authorization is signed freely and voluntarily and not out of any fear of reprisal, and I will not be favored or disadvantaged because I exercise this right.

I understand that this money will be used to make political contributions by AFT/COPE. This voluntary authorization may be revoked at any time by notifying the Payroll Office of my university and the University Professionals of Illinois Chapter President in writing of the desire to do so.

Signature _____ Date _____

Bargaining – Some Context - WIU

	Administration	UPI
Basic Increase	Basic decrease of 3%, beginning Fall 2018 (permanent)	FY18 – 3% deferral (loan to WIU) FY19 – 0% increase (no longer loaning 3% of salary to WIU) FY20, FY21, FY22 – increases equal to 90% of CPI-U (inflation)
Salary Minima	Remove all minima increases (minima applies only to initial hire)	Status quo
Furlough	Add new furlough language allowing up to 8 furlough days (4.1%) every year beginning in 2017-2018	Status quo (no new furlough language)
PAA	Make PAA a single payout of \$900 (Unit B) and \$1530 (Unit A); Only members with 10+ years at WIU are eligible; 1 PAA may be earned every 4 years after meeting eligibility	Equate PAA across units at \$1500 and remain in base salary; move to a 4-year cycle (only 1 PAA earned per 4 years).
Summer Salary	\$3000 for first 5 students, \$40 per sch thereafter, reducing UPI combined summer salaries by approximately \$200,000 per summer	Status quo
Workload	24 ACEs for all Unit A and Unit B faculty (status quo if UPI agrees to all other compensation proposals)	Equate workload across colleges at 18 ACEs for Unit A and 21 ACEs for Unit B (consistent with our peer institutions and other Master's level comprehensive universities)
Overload	Status quo	\$1500 per ACE (or status quo if workload proposal is accepted)
Work Required Travel	Status quo (no language)	UPI proposes that the Administration allocate the same amount to UPI work required travel as is spent on Administrative conference travel per year.
Extension Teaching Compensation	Eliminate all stipends for extension teaching	Status quo (keep stipends for travel to other campuses)
Professional Licensure Costs	Status quo (no language)	UPI proposes reimbursement of up to \$750.00 per year to cover costs to maintain a professional licensure required for an employee's primary (Assigned) duties.

Bargaining

- Budget impasse is over for now but...no predictions.
- Likely a long road.
- Our team: Grant Sterling (Chair) Billy Hung, Jemmie Robertson (Unit A) Jeff Duck (ASP), Lucinda Berry (ACF)
- Negotiations Agenda Committee (NAC)
- Priorities? Thoughts? Think about where YOU are willing to draw the line.

A truism: Our bargaining team's strength derives from the backing of the entire bargaining unit in words and deeds.