

## IMPORTANT SALARY INFORMATION THAT YOU NEED TO KNOW:

On January 29, 2008, after four months of discussion with NEIU administrators, the NEIU/UPI team submitted the following proposal to distribute \$324,260 to bargaining unit members.

- **Adjust salary base of Teaching Professional cohort identified as most affected by equity and compression (Nov. 9 proposal)**
- **Salary compression adjustment. With higher starting salaries for recently hired Teaching/Resource Professionals, the NEIU administration has begun to address equity issues and should be commended for their efforts. These higher starting salaries have, in turn, contributed to salary compression experienced by earlier faculty cohorts. In an effort to address salary compression experienced across the bargaining unit, the remaining dollars will be distributed using the following strategy:**
  - **For Teaching/Resource Professionals the amount applied to salary base will vary as a function of years of service**
  - **For Instructors and Academic Support Professionals a flat amount will be added to the salary base regardless of years of service**

The current proposal is based on the following sequence of events, which includes the university administrators' refusal to consider the use of minima adjustments or salary projection models proposed by the NEIU/UPI team to address the issues of equity and compression.

### **The Chronology of 2007-08 Minima Adjustment & the 40% "New Money" Increase.**

**1. On Oct 12**, a joint (NEIU/UPI and NEIU administrators) salary committee agreed that the amount to be distributed for the salary increase is \$ 324,260.

Minima adjustments were not implemented as part of FY08 salary increases and should be applied before the equity and salary compression adjustment. Increases implemented to date included 3.5% across the board, promotion and excellence awards only.

NEIU administrators advise UPI that the "cafeteria plan" dollars will be added into all bargaining unit members' salary base. UPI points out that the cafeteria plan has been applied with unequal benefit to members – any member whose salary is not distributed across 12 months received \$180 rather than the \$240 received by other members.

UPI requests that minima tables be adjusted to reflect the incorporation of "cafeteria plan" into salary base and that the benefit is equal across the membership. University responds that since the cafeteria plan was never part of NEIU/UPI collective bargaining agreement, they are free to do what they wish with this benefit. It is not subject to negotiation and therefore, they could remove it completely or reduce it. **UPI does not agree with this interpretation since cafeteria plan was part of an earlier collective bargaining agreement.**

**2. On Oct 26**, the committee examined average salaries by rank of Illinois public universities provided by administrators. NEIU/UPI compared minima values (by employee group, rank/degree and years of service) with FY08 means for same groups so as to identify members who were most affected by equity and compression.

A cohort of Teaching Professionals was identified in the review as well as individual Teaching/Resource Professionals. A lump sum adjustment was suggested for the affected employees. Administrators hesitant to adjust individuals and would prefer to make the adjustment to group of employees. **No agreement reached.**

NEIU/UPI suggests that since this salary increase has been delayed would it be possible to apply it as a midyear increase (January 2008)? Applied in January there would be no need to do retroactive pay and instead, double the amount applied to the base for each employee. It would be the same cost to the university in FY08. **Administrators reject this proposal.**

Administrators counter with the statement that there was no agreement to add amount to base and that the salary article could be interpreted to mean that the FY07 increases are to be funded from the FY08 "new money." **NEIU/UPI objects that this interpretation was never negotiated and that there is no contractual precedent for that interpretation.**

Cafeteria plan. Administrators agree to add "cafeteria plan" dollars to base so that there is equal benefit to all members. Individuals on a 12 month appointment will have \$20 added to salary base while those on a 9 month appointment will receive \$26.67 added to salary base.

**3. On November 9**, NEIU/UPI proposed an adjustment for employee group most affected by equity and compression and the rest of funds distributed across the bargaining unit as a flat amount to the salary base.

Administrators agree that the FY08 dollars will not be used to fund last year (FY07) salary adjustments.

**Administrators reject NEIU/UPI proposal** with claim that flat amount to all bargaining unit members will not address issues of compression or equity. They add that NEIU doesn't look that different from other UPI institutions so equity is not a problem. **Administration will not agree to creation of new set of minima tables to address equity and compression.**

NEIU/UPI proposes to examine compression problem using salary projection models to be developed by NEIU/UPI team and brought to next meeting.

**4. On December 10**, NEIU/UPI using salary projection models for Teaching/Resource Professionals, Instructors and Academic Support Professionals proposed that flat dollar amounts are added to those individuals who have evidenced the greatest salary compression.

**Administrators reject salary projection models** as a means to address compression problem.

Administrators propose that the \$324,260 be distributed to one group of Teaching Professionals and the remainder added to the salary base of Instructors. Rationale offered: A salary increase for instructors will allow the administration to attract future instructors.

NEIU/UPI pointed out that the salary offered to any beginning employee is not set by the minima salaries. If the administration was concerned about instructor salaries it was not the UPI that prevented them from paying instructors a better salary upon their initial hire.

**NEIU/UPI declined the administrative proposal because it did not address the issues of compression and equity across the bargaining unit. The minima tables developed for the first three years of the agreement addressed both equity and compression across the bargaining unit.**