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June 8, 1998

FOR IMMEDIATE RELEASE:

EIU BOARD GIVES FINAL NOD TO UNION CONTRACT AGREEMENTS

CHARLESTON -- Months of negotiation officially came to a close Monday when Eastern Illinois University's Board of Trustees gave final approval to contracts with two university employee unions.

Members of both the American Federation of State, County and Municipal Employees, Local #981 (approximately 200 clerical/technical workers) and the Illinois Fraternal Order of Police Labor Council (21 officers and sergeants) ratified their proposed contracts within the past two weeks.

"We are pleased with the outcome of the negotiations and appreciate the hard work by all parties concerned," said Eastern President David Jorns.

The AFCSME agreement, approved by the membership May 28, amends wage provisions and extends an original three-year contract by one year -- to June 30, 2000.

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Details of the agreement are broken down as follows:

Effective July 1, 1997: Employees receive a 3 percent increase.

Effective Jan. 1, 1998: Employees receive an additional 0.5 percent equity increase, annualized to 1 percent.

Effective July 1, 1998: Employees receive either a 3 percent increase or the employee compensation percentage increase as appropriated in the university's state-allocated budget, whichever is greater.

Effective Jan. 1, 1999: Employees receive an additional 0.5 percent equity increase, annualized to 1 percent. Also, employees whose average wage rate ratio falls below 95 percent of the April 1998 similar institutions benchmark average will receive an additional 0.67 percent equity increase, annualized to 1.34 percent.

Effective July 1, 1999: Employees will receive either a 3 percent increase or the employee compensation percentage increase as appropriated in the university's state-allocated budget, whichever is greater.

Effective Jan. 1, 2000: Employees receive an additional 1 percent equity increase, annualized to 2 percent. Also, all employees whose wage rate ratios fall below 95 percent of the April 1999 similar institutions benchmark average will receive an additional 1 percent equity increase, annualized to 2 percent.

The FOP contract, with an effective date of July 1, 1997 through June 30, 2000, was ratified by its union June 4.

Details of the agreement include wage increases of 3 percent, effective July 1, 1997;

4 percent, effective July 1, 1998, and 5 percent, effective July 1, 1999 for all step rates. In addition, employees with 24, 27 and 30 years of service will receive additional step rates.

In addition, bargaining unit employees required to work at commencement and EIU's homecoming will take compensatory time off rather than receive payment for overtime.

For both groups, wage increases above the amount appropriated by the General Assembly will be generated internally within the bargaining units through attrition and other means.

In final action, the board awarded tenure to Morton A. Heller who is being employed as Eastern's psychology department chair, effective July 1. Heller is currently employed at Winston-Salem State University.