

**AFSCME Local 3700
Tentative Agreement Summary
5/4 – 5/5/2022**

The following is a summary of the 3-year agreement negotiated between the AFSCME Local 3700 Bargaining Committee & UIUC Management.

Wages

Year 1 – 2% across-the-board increase retroactive to August 22, 2021 (retro pay will be paid out shortly after ratification by the parties)

Year 2 – 2% or Campus Wage increase for all, whichever is higher

Year 3 – 2% or Campus Wage increase for all, whichever is higher

- All salary step Grades 14-19 will continue for all 3 years of contract
- Customer Service Representatives incorporated on step scale in contract from MOU (Grade 13)
- Public Safety Telecommunicator increased to Grade 17 (from Grade 16)

Title-specific wage increases (All retroactive to August 22, 2021):

<u>Work Program Participants/Community Outreach Worker</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
<u>Area II</u>	<u>\$15.67</u> <u>(17.12%)</u>	<u>\$16.02</u> <u>(2.23%)</u>	<u>\$16.37</u> <u>(2.18%)</u>
<u>Area I</u>	<u>\$16.54</u> <u>(18.14%)</u>	<u>\$17.16</u> <u>(3.75%)</u>	<u>\$17.80</u> <u>(3.73%)</u>

*** Year 1: Increase to the listed base above, or 17.12% (Area I) 18.14% (Area II), whichever is greater.**

**** Year 2 and 3: Increase to the base listed, or the percentage, whichever is higher.**

*****These employees not included in other increases in “Wages” section above, 21.5-25.6% increase over 3 years total.**

Title-specific wage increases (All retroactive to August 22, 2021):

<u>Title</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>
<u>Child Care Assistant</u>	<u>\$14.30</u> <u>(29.9%)</u>	<u>\$14.90</u> <u>(4.19%)</u>	<u>\$15.52</u> <u>(4.16%)</u>
<u>Child Development Associate</u>	<u>\$15.00</u> <u>(29.9%)</u>	<u>\$15.63</u> <u>(4.2%)</u>	<u>\$16.28</u> <u>(4.15%)</u>
<u>Child Development Supervisor</u>	<u>\$17.13</u> <u>(29.9%)</u>	<u>\$17.85</u> <u>(4.2%)</u>	<u>\$18.59</u> <u>(4.15%)</u>

*** Year 1: Increase to the listed base above, or 29.9%, whichever is greater.**

**** Year 2 and 3: Increase to the base listed, or the percentage, whichever is higher.**

*****These employees not included in other increases in “Wages” section above, 38.25% increase over 3 years total.**

Other Economics

Differentials and On-Call

- Shift Differentials for evening shift increased to \$0.35/hr (up from \$0.25/hr)
- Shift Differentials for night shift increased to \$0.50/hr (up from \$0.35/hr)
- McKinley Saturday shift differential increased to \$0.50/hr (up from \$0.35/hr)

Benefits

- Juneteenth (June 19th) added to official holidays
- Gift Days extended to all employees in unit
- Funeral Leave increased to 5 days
- Parental Leave increased to 6 weeks

Other

- Parking rates shall increase by the following rates (from 0.9%): effective August 21, 2022, the rate shall increase to 0.92%. Effective August 20, 2023, the rate shall increase to 0.94%.

Additional Changes

- Contract updated with gender neutral pronouns throughout
- Update to Reasonable Accommodation procedure
- Increased Union Rights to comply with federal and state law
- Improvements to notice of new employees on Union orientation
- Updated audit protections incorporated from previous grievance settlement agreement
- Contract re-opener to negotiate upcoming changes to job posting and application system
- Settlement negotiated to withdraw outstanding 1% wage grievance for Community Outreach Workers, Work Program Participants, and Child Development employees with all wages listed for these groups above retroactive to August 2021.