**Academy for Academic Personnel Administration**

**Fall 2015**

**Round Table Report**

**1. Institution Information**

Name of Institution/System: Illinois State University

Name and Title of Individual Responding: Mike Schultz – Director, Labor Relations & Academic Employee Relations

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

Approximately 450 non-tenure track faculty

Includes:

* All full-time and part-time non-tenure track faculty employed by Illinois State University;
* All part-time non-tenure track faculty employed by ISU who are also employed by ISU in civil service or academic professional positions;
* All part-time non-tenure track faculty who are also employed by ISU as faculty associates in the University’s lab schools (Metcalf School and University High School);
* All full-time and part-time non-tenure track faculty employed by ISU in the Department of Curriculum and Instruction to supervise student teachers

Excludes:

* All non-tenure track librarians employed by ISU;
* All non-tenure track employees of ISU employed at Mennonite College of Nursing;
* All full-time and part-time non-tenure track faculty who are retirees and hold emeritus status;
* The position of Director of Media Relations;
* All ISU employees who hold the position of Department Head or Department Chair;
* All full-time and part-time non-tenure track faculty employed by ISU who meet the definition of “short-term” employee
* All other persons employed by ISU

**Bargaining Agent:**

Non-Tenure Track Faculty Association (IEA/NEA)

**Date of First Contract:** August 16, 2004 – June 30, 2005

**Number of Succeeding Contracts:** 4, plus 2 one year extensions

**Web address of current contract:**

http://hr.illinoisstate.edu/downloads/Labor\_Contract\_NTT.pdf

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

Current agreement effective 7/1/14 through 6/30/17, was ratified on April 21, 2015. Settlement included:

* 2% salary increase effective 7/1/14 (from grievance settlement) with the publicly announced increase applicable in years 2 and 3 (No announcement has been made for FY 2016 so salaries have not changed).
* Agreed to give status NTT’s “weighted consideration” for full time and 9 month appointments.
* Modified some of the assignment of duties and workload language including “relevant and appropriate” duties.
* Overloads within the NTT’s current department will be prorated on their current salary, at a minimum. All others will be prorated on at least the salary minimum.
* Courses that meet 4 or 5 days per week for 50 minutes will be considered 4 credits for purposes of determining workload.
* Reduced the 10 year longevity stipend from $150 to $125 per month and added a new 15 year longevity stipend of $75 per month.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.):** The Union filed a grievance during negotiations because we did not apply the 2% publicly announced increase for 7/1/14. Our position was that the contract expired on 6/30/14 so until a successor agreement was ratified there was no increase to apply. The Union argued that because the old contract continued to be in force (status quo) they were entitled to the announced increase immediately. The Union believed that two decisions by the IELRB, University of Illinois and Vienna School District (K-12), supported their position, however neither case was based on facts similar to ours. Furthermore, we had never provided an increase under these circumstances to any of our bargaining units. The grievance was eventually advanced to arbitration, but settled in March, 2015, when we agreed to apply the 2% increase retroactively. This was the same result that would have occurred with the ratification in April, but they did get their money a month sooner.

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):** None