

UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
FY 2020
ADDENDUM TO BUDGET GUIDELINES

Issued 8/13/19

NON-TENURE FACULTY COALITION (NTFC)

Salary Rate Increases

When the FY2020 Budget Guidelines were issued on June 24, 2019, the collective bargaining agreement between the Non-Tenure Faculty Coalition (NTFC) Local #6546 and the University had been ratified by the union membership, but was not yet fully executed. Full execution has now occurred. Presentations to campus units about the changes to the agreement will be scheduled soon.

Information for salary increases effective August 16, 2019, includes the following:

1. NTFC members shall receive a merit-based increase of 2% or the campus wage program, whichever is greater.

NOTE: The merit-based nature of the August salary increase is retained in the bargaining agreement. However, the parties also agreed to this concept: **If a unit is awarding a merit-based increase to an NTFC member, that increase must be at least one percent (1%).** In other words, a unit could decide to give a 0% merit increase, and that would be acceptable under the terms of the new agreement. As with other academic and open range employees, 0% increases must have documented justification and be approved by Illinois Human Resources (IHR). If, however, a unit determines that it would like to award a merit increase greater than 0%, then that merit increase must be **at least 1%**. The existing language that permits a unit to grant an increase greater than the specified amount (in this case, 2%) is retained in the new agreement. These merit increases should be entered into Salary Planner.

2. Bargaining unit members who are employed as of the date the agreement is fully executed shall also receive a one-time lump sum payment of \$750. This amount is not added to the base salary. This will be processed separately and after August 16, 2019; units should not include this amount in their Salary Planner submission. IHR will provide more information at a later date.
3. Bargaining unit members hired on or before August 16, 2014, receive a special salary compression adjustment (a one-time increase to their base salary) equal to \$125 for every year of employment, capped at 10%. Approximately 125 (out of a total of 500 bargaining unit members) will receive this adjustment. IHR will review bargaining unit members' employment history to determine eligibility. This

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analysis will occur after August 16, 2019 in order to incorporate the 2019 salary program increase. IHR will manage this review and processing; units should not include this amount in their Salary Planner submission.

4. Promotion-in-rank increases – are as outlined below. These are the same promotional increments established by the Provost’s Office in December 2018,
5. Salary minimums – are as outlined below (the salary minimum does not change until August 2022)

Finally, while not a salary increase, the parties also agreed to language that provides \$500 per year for professional development to members who do not currently receive any professional development funding. These funds do not “roll over” from year to year.

Units should conduct performance appraisals in accordance with campus policies prior to recommending increases. Completed appraisal forms will be retained in the unit.

Employees who have been issued a notice of non-reappointment based on performance shortcomings should not receive a salary increase.

Employees who were hired (new hire or new position) on or after March 1, 2019, or who received a significant pay increase effective March 1, 2019, or after, will not generally be considered for an August 2019 increase unless a prior commitment was made.

Promotion in Rank Increases

Specialized Faculty (Including NTFC)	Amount
Instructor to Senior Instructor	\$2,000
Lecturer to Senior Lecturer	\$2,000
Teaching/Clinical/Research Assistant Professor to T/C/R Associate Professor	\$3,000
Teaching/Clinical/Research Associate Professor to T/C/R Professor	\$4,000

Salary Minimums

Unless otherwise called out in the chart, minimums are regardless of collective bargaining inclusion or not, or fund source.

Employee Group	FTE	Academic Year Minimum	12 Month Minimum
Specialized Faculty	1	\$45,000.00	\$55,000.00
Specialized Faculty	<1	\$28,888.00 prorated	\$35,308.00 Prorated

Unit Submission Deadlines

Entry Method	Deadline
Academic Salary Planner	07/26/19

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HRFE Admin Transactions to supply documentation supporting Salary Planner changes	08/16/19
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Contact Information

Academic Collective Bargaining Unit Employees (NTFC, VAP, GEO, UFO)	Leslie Arvan Robb Craddock	arvan@illinois.edu rcrad01s@illinois.edu	333-3105
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CONCLUSION

Questions concerning these Budget Guidelines should be addressed to Vicky Gress, at 333-4493.