
[AP-L] An AFSCME negotiations update from Vice President Nelson, April 7, 2026

From Division of Finance and Planning

Date Tue 4/7/2026 5:11 PM

To ap-l <ap-l@ilstu.edu>



Dear members of the Redbird community,

This communication is an update to the [March 26 communication](#), providing important developments regarding contract negotiations with AFSCME Local 1110, the Union representing approximately 350 of Illinois State University's employees, primarily in janitorial, grounds and dining positions.

As we approach the April 8 strike notice date provided by the Union, I want our employees to know **the University is prepared to implement contingency plans and will continue to operate during a strike, should one occur**. The University is committed to continuing normal operations to the fullest extent possible. Details regarding any changes in services and hours will be noted on the "Campus Operations" page of the [Status of Negotiations with AFSCME Local 1110 webpage](#), with additional information communicated directly to impacted parties, as appropriate.

We believe that a strike is not in the best interest of our employees or the University community. However, the University fully respects the rights of its employees represented by AFSCME Local 1110 to participate in such activities under the Illinois Educational Labor Relations Act and other applicable laws.

University employees represented by other unions or those not covered by a collective bargaining agreement, may contemplate sympathy or solidarity strikes; only employees covered under the AFSCME Local 1110 bargaining unit may lawfully strike. During this strike, employees represented by AFSCME Local 1110:

- have the right to picket and demonstrate without disrupting instruction, research, administration, or other University activities;
- have the right to work, or to strike;
- who choose to strike will not be paid or be able to utilize pay replacement benefits, such as vacation time and sick time while striking;
- who choose to work and not strike will continue to be paid.

The University's revised Last, Best and Final offer provides competitive wages for the term of the contract. All employees in the bargaining unit would receive five guaranteed increases to their base pay with the first two of these increases implemented within the next 12 weeks (at ratification and on July 1, 2026). Specifically, the guaranteed wage increases included in the University's current offer are:

Effective Date of Increase	Increase Amount
Upon Ratification	3.5%
July 1, 2026	3%
July 1, 2027	3%
July 1, 2028	3%
July 1, 2029	3%

Under the University's offer, all employees in the unit will be paid at or above the median base pay for similar positions in the local marketplace. The current average wage rate of employees in the AFSCME 1110 bargaining unit is \$21.77 per hour. This average will increase to \$23.33 per hour within the next 12 weeks, and to \$25.38 per hour in just over three years.

For more information regarding the status of negotiations and the potential strike, please visit afscme1110negotiations.illinoisstate.edu/. This site includes answers to frequently asked questions relating to these negotiations, including steps you should take if you encounter picketing or other activity that disrupts instruction, research, administration, or other University activities.

Thank you for your service to our campus community. We will continue to provide timely updates as appropriate.

Sincerely,

Glen Nelson, Ph.D.
Vice President for Finance and Planning



This is an official campus email broadcast.
For further information on procedures for the broadcast of official campus email see: www.policy.illinoisstate.edu/technology/9-7.shtml