



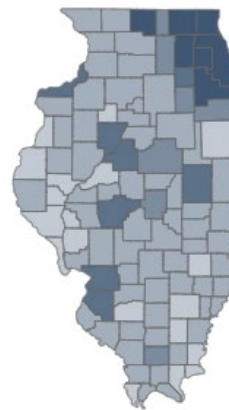
**FMCS** | FEDERAL MEDIATION & CONCILIATION SERVICE

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Photo credit: Daily Herald

## FMCS HELPS END STRIKES AT MULTIPLE ILLINOIS UNIVERSITIES

The Federal Mediation and Conciliation Service (FMCS) assisted University Professionals of Illinois (UPI) and three Illinois universities; Governors State University (GSU), Eastern Illinois University (EIU), and Chicago State University (CSU) to end multi-day faculty strikes in April 2023. The parties requested FMCS assistance at various stages of the stalled negotiations, where federal mediators were able to successfully guide the parties to agreements, ending all three strikes in 10 or fewer days.



Illinois Population Density by County  
Source: 2020 Census - U.S. Census Bureau

### People per square mile

- 500.0 or more
- 200.0 to 499.9
- 100.0 to 199.9
- 25.0 to 99.9
- 10.0 to 24.9

Total State Population:  
12,812,379

## IMPACT, ECONOMIC OPPORTUNITIES, & CONSTITUENT BENEFITS



FMCS intervention in these cases positively affects more than 800 faculty and more than 12,500 enrolled students in the Chicago metro and Charleston, IL areas. The collective bargaining agreement between UPI Local 4100 (an affiliate of American Federation of Teachers) and GSU has been ratified, with tentative agreements at CSU and EIU pending ratification.



FMCS was invited to join the stalled negotiations at EIU in December 2022, GSU in January 2023, and CSU in February. Four federal mediators were deployed and conducted 37 mediation sessions across all three campuses with the unions and employers through the week of April 17.



The agreements increase access to education and job opportunities by helping to attract and retain qualified instructors, expand availability of higher education, bolster job satisfaction, and allow students to complete the semester without further disruption. This creates a significant impact within the minority-serving communities where these universities are a major employer and brings in millions of dollars to their communities through secondary and tertiary economic activity.

FMCS' successful mediation positively impacts Illinois' more than two million residents across the 2nd, 11th, and 15th Congressional Districts, and will:

- Benefit residents with more quality education options as the contracts seek to address faculty burnout, employee retention and attrition, and compensation.
- Positively impact the state and local economy as CSU contributes \$1.6 billion annually, supporting 17,525 jobs;<sup>1</sup> GSU generates an estimated \$274.7 million annually to its region;<sup>2</sup> and EIU contributes an additional \$503.5 million in annualized economic output to the state, as well as \$461.8 million throughout its six-county region, supporting 4,000 jobs.<sup>3</sup>
- Expand access to higher education for traditionally underrepresented student populations and historically underserved communities as tuition and fees at Illinois public universities has increased by 115 percent.<sup>4</sup> CSU and GSU provide Illinois opportunities to develop a diverse, educated, and engaged workforce for the community in the wake of a 29 percent drop in enrollment of minority students in the Illinois higher education system since 2013.<sup>5</sup> EIU provides added access for low-income, first-generation, disabled, and other underserved student populations.

*"These institutions are the lifeblood of their communities. A protracted strike would have been devastating. FMCS' coordinated efforts across IL helped to mitigate the work stoppage."*

-David McIntosh- FMCS Mediator, Chicago

Sources: <sup>1</sup>Chicago State University 2019 Economic Impact Study; <sup>2</sup>Govst.edu; <sup>3</sup>Eastern Illinois Economic Impact Study 2017; <sup>4</sup>Center for Tax and Budget Accountability 2023 Report; and <sup>5</sup>Chicago State University website