



UNIVERSITY PROFESSIONALS OF ILLINOIS

Local 4100, IFT, AFT, AFL-CIO

11 E. Adams, #1106 • Chicago, IL. 60603-6303 • (312) 663-5916 • FAX (312) 663-3833

Dear UPI Colleague,

As you are well aware the State of Illinois has mandated that all State employees, including university personnel, "must complete at least annually beginning in 2004, an ethics training program...overseen by the appropriate Ethics Commission and Inspector General."(5 ILCS 430/5-10) This year's implementation of this requirement has been made unnecessarily troublesome by the previously undisclosed imposition of a minimum time requirement on test takers.

We have reports that a significant number of our members have taken the test, received a passing grade, and subsequently been informed in writing that they are "in non-compliance" with the ethics-training requirement. The reason given - that they spent less than ten minutes on the process. Even though, the University Professionals of Illinois is outraged at this "arbitrary and capricious" rule and will continue to voice strong opposition to the flaws in the Ethics Act and its implementation, we are obligated to provide those of you who have been recipients of this letter with the most appropriate legal advice.

According to Local 4100's legal counsel, individuals who have been notified of their "non-compliance" for spending insufficient time should:

1. Sign off on the non-compliance document so as to avoid further legal liability.
2. If you prefer, indicate that you are signing under protest (i.e., you do not agree that by answering the questions quickly you are non-compliant) and that by signing you do not intend to waive any rights you may have. (see attached sample letter for your use)
3. Monitor subsequent actions you believe are related to this activity and inform your Chapter President and Grievance officer of any disciplinary action taken or threatened, including placing anything related to this matter in your personnel file. This is an action, which falls under the sanctions/termination article of your contract and is grievable.
4. UPI will support grievances filed on behalf of those adversely affected.

In Solidarity,

Susan Kaufman
President