Summary of UPI and WIU Economic Contract Proposals

(as of 09-25-17)

WIU PROPOSAL	UPI PROPOSAL
1) Maintain current faculty workload (up to 22 ACEs Unit A; up to 24 ACEs Unit B)	1) Reduction in workload from 22 to 18 ACEs for Unit A and from 24 to 21 ACEs for Unit B.
2) Effective FY19, a 3% salary reduction that will continue for the duration of the contract, but UPI (with FY15 revenues) or WIU (with 5% decrease from previous fiscal year) may request to reopen agreement to bargain over salary increases/decreases.	2) Annual salary increases in Fiscal Years 2020, 2021, and 2022 tied to Consumer Price Index (90% of CPI increase).
3) Beginning in FY 18, up to 8 furlough days per year (during winter/spring break) with UPI right to request to reopen to reduce furloughs with achievement of FY15 revenues.	3) Rejects WIU's promotion proposal and instead proposes that current minima lanes and promotion amounts be retained for Unit A and increased for Unit B faculty and implemented for ASPs (as outlined below), and all UPI members with 4+ years of service can request a salary increase at any time (Article 29).
4) Beginning in FY19, eliminate automatic minima bumps/lanes, instead increase promotions to $1,000/month for Unit A and $400/month for Unit B (generally after 6 and after 11 years).	4) Increase overload from $1000 per ACE to $1500.
5) Beginning FY19, revision to PAA system to create merit based payment for employees beginning after 10 years of service coinciding with 4 year evaluation cycle (lump sum payment in following year not added to base). Similar cycle for Unit B. Lump sum payments of $1,530 for Unit A and $900 for Unit B.	5) Reduce involuntary overload from 2 to 1 classes per academic year, but if a second one is needed, then the faculty member would receive double payment (i.e., $3,000/ACE).
6) Beginning FY18, revise summer session compensation to an incentive based-system in which faculty would receive a base of $3,000 per course and an additional $75 for each student credit hour (SCH) beyond fifteen. For example, in a typical 3-credit-hour course, faculty members would receive $3,000 for the first 5 students enrolled in the course and an additional $225 per student for each additional student who enrolled.	6) Waiver of one tutored study course per year (per the deferral MOA) to become permanent.
7) Beginning FY19, eliminate compensation for travel for distance delivered courses.	7) Increase promotional dollars from $95 per month to $200 per month for associate faculty after 6 and after 10 years of service and convert to longevity-based system both "promotions".
8) Eliminate payment by the University (through appropriated funds and tuition dollars) for 30 ACEs of UPI reassigned time each year. Instead, the University would permit UPI to purchase release time for Union work.	8) Create new promotional structure for ASPs with increases of $100 per month after 6 years and 10 years.
	9) Four-year "PAA holiday", if WIU agrees to reduce workload per UPI proposal. PAA award amounts equated for all units (i.e., Unit A and B both get $1,530 added to base), but only eligible every fourth year.
	10) Travel fund of either $250,000/year or equal to administrative travel.
	11) Limit course preparations to a maximum of 5/year and award an extra ACE for the fifth preparation.
	12) WIU will pay fees for professional licensure and certifications up to $750 annually per employee.