

From: WIU Contract Administrator Dr. Russ Morgan

Subject: Setting the Record Straight

There continues to be misinformation and inaccuracies regarding the mediation/negotiations processes. In a recent newsletter, the UPI leadership indicated that the most recent on-the-record proposal package from the WIU administration included elimination of minima, a three percent salary reduction, furloughs, reduction of summer pay, and elimination of "windshield" stipends.

While the UPI leadership is technically correct that these items reflect the last on-the-record public proposal put forth by the administration in September 2017, it would be more accurate to mention that since October 2017, the two negotiations teams have been taking part in a federal mediation process in which numerous confidential, off-the-record proposals have been exchanged by both sides.

The UPI leadership knows the University's proposals have continuously evolved during this four-month mediation process, and that the September 2017 proposal has significantly changed. By continually referring back to the September 2017 proposal, the UPI leadership is misleading the membership and thwarting progress.

The University administration maintains through its words and actions a full commitment to the mediation process and reaching an agreement. Yet the repeated attempts to detract from this process serve only to create disillusionment and morale issues within the University community.

The University and UPI must work together in a spirit of good faith negotiations to achieve an agreement that is amenable to all parties. That is the course the University is charting.