Resolution 13.12/8
University Professionals of Illinois (UPI)
Local 4100 Memorandum of Understanding

Resolution:

WHEREAS the Board of Trustees must approve collective bargaining agreements prior to implementation; and,

WHEREAS an agreement was reached on October 23, 2013 and was ratified by the WIU Chapter of University Professionals of Illinois (UPI) on November 19, 2013:

THEREFORE be it resolved that the Western Illinois University Board of Trustees approves the agreement as presented.

Western Illinois University and UPI Local 4100 jointly agree to the following Memorandum of Understanding:

1. The Agreement 2010-2015, with the modifications identified in this MOA, will be extended from May 31, 2014 through June 30, 2017.

2. Basic Increase:
   a. Effective the first day of the fall 2014 contract, or July 1, 2014, for 12-month employees, the Board will grant each eligible employee, under contract and in the bargaining unit during the 2014-2015 (FY15) year, a salary increase of 2.0% of the employee’s 2013-2014 basic monthly salary.
   b. For FY16 (2015-2016), the salary increase shall be 2%.
   c. For FY17 (2016-2017), the salary increase shall be 1%.

3. Minima and promotion will be adjusted according to the increases outlined above.

4. If an employee signs, prior to May 31, 2014 an irrevocable election agreement to retire prior to June 30, 2015 the employee will be exempt from the new contract and retain rights to wage increases guaranteed under the prior contract (WIU/UPI 2010-2015 Agreement). These employees who signed the irrevocable election letter to retire will also be eligible for other compensation increases as agreed in the WIU/UPI 2010-2015 Agreement if they are employed that year. An employee who signs an irrevocable election on or after July 1, 2014 will be subject to pay provisions effective at the time they sign the IER.
5. A Grant Fellowship program will be established.

6. Unit B Faculty Administrative Leave: The number of administrative leaves will not exceed one at any given point in time. Administrative leave may be for a year-long 50% assignment, for a semester-long 50% assignment. Implementation procedures for Unit B faculty administrative leaves will be developed jointly by UPI and the Administration by March 2014. The procedures will be articulated in a MOU.

7. The date in Article 13.6.a will be updated so that the Committee to Study Market Equity is to complete its report and submit it to the University President and Union Chapter President by April 1, 2016.

8. Committee to Review Workloads for Academic Support Professionals: The University and Union agree to form a Committee to review workloads for Academic Support Professionals prior to the end of this contract. The University and Union shall appoint an equal number of representatives to serve on the committee as voting members. Non-voting members and staff may be appointed to the committee by either the University or Union as appropriate. The committee is to complete its report and submit it to the University President and Union Chapter President.

9. Committee to Study Possible Promotional System for Unit B: The University and Union agree to form a Committee to study the possibility of developing a promotional system for Unit B employees prior to the end of this contract. The University and Union shall appoint an equal number of representatives to serve on the committee as voting members. Non-voting members and staff may be appointed to the committee by either the University or Union as appropriate. The committee is to complete its report and submit it to the University President and Union Chapter President.

10. Article 20.8.b will be updated as below to reflect a change in date from December 15 to January 15.

20.8.b. Written notice that a probationary appointment will not be renewed will be given to an employee by the University President as follows:

   (1) By not later than April 1 for employees in PY1 and PY2
   (2) By not later than January 15 for employees in PY3 and PY4
   (3) By not later than 12 months before expiration of the appointment for employees in PY5 and PY6 (tenure year)

11. All Agreement Articles, except those related to compensation and Articles 13.6.a and 20.8.b, will remain unchanged. This includes articles related to department criteria, PAA, summer rotation, department workload equivalents, college workload equivalents, etc.