

WIU/UPI Local 4100 Memorandum of Agreement: Contract Extension Through FY28

Western Illinois University and UPI Local 4100 jointly agree to the following Memorandum of Agreement (MOA):

- 1) **The Agreement 2023-2026, with the modifications identified in this MOA, will be extended from June 30, 2026 through June 30, 2028.**
- 2) **Basic Salary Increases.** To include an \$1,800 increase to base salary and all salary minima lanes for all bargaining unit employees for the 2026-2027 academic year and 2% increases to base salary for the 2027-2028 academic year.
 - 28.1. Basic Increase & 42.1 Basic Increase
 - a. For FY 27: The salaries of all employees and minima lanes shall increase by \$1,800.
 - b. For FY 28: The salaries of all employees and minima lanes shall increase by 2.0%.
 - c. Effective the first day of each fiscal year (FY27 – FY28), salary minima for the current academic year will be specified in Article 29.3; promotion amounts will be specified in Article 29.1.; and Professor Five-Year Appraisal Adjustments (PFYAA) amounts will be specified in Article 29.2.
- 3) **Summer Session Compensation.** Modification of summer compensation, involving changes to Articles 29, Section 11 and Article 43, Section 6 as follows:
 - 29.11. Summer Session Compensation
 - a. A Summer Session teaching assignment shall be compensated on a per ACE basis, with the first 4 ACEs paid at two times the existing overload rate articulated in Article 29.8. Any ACEs after 4 will be paid at the overload rate.
 - b. Internship supervision will be compensated based on the ACEs specified in the faculty member's School Workload Equivalents (SWE) document and included in the teaching ACE assignment calculations in Article 29.11.a.
 - c. The separate travel stipend (Article 29.9.b.) will be paid to all faculty commuting to teach off-campus courses.
 - d. Librarians will perform their primary duties during the Summer Session according to a job description developed by the dean in consultation with individual faculty members.

Job descriptions shall adhere to those in the Library faculty DWE in effect during the academic year for full month employment for each month employed.

Summer full-time load will be defined as performing the duties identified in the summer job description. These duties will be no more than those expected in the academic year for a full month employment.

If any additional duties are assigned beyond those listed in the job description, compensation shall be paid at the overload rate on the basis of the duties and the ACEs listed on the DWE/SWE that are in effect during the academic year.
 - e. Compensation for summer non-teaching assignments shall be on a per ACE basis, with the

first 3 ACEs paid at 2.50 times the existing overload rate articulated in Article 29.8. Any ACEs after 3 will be paid at the overload rate.

43.6. Summer Session Compensation

- a. A Summer Session teaching assignment shall be compensated on a per ACE basis, with the first 4 ACEs paid at two times the existing overload rate articulated in Article 29.8. Any ACEs after 4 will be paid at the overload rate.
- b. Internship supervision will be compensated based on the ACEs specified in the faculty member's SWE document and included in the ACE assignment calculations in Article 29.11.a.
- c. The separate travel stipend (Article 43.11) will be paid to all faculty commuting to teach off-campus courses.
- d. Compensation for summer non-teaching assignments shall be on a per ACE basis, with the first 3 ACEs paid at 2.50 times the existing overload rate articulated in Article 29.8. Any ACEs after 3 will be paid at the overload rate.

- 4) **Retirement Incentive.** Removal of retirement incentive language from 28.1.d of the Agreement. The University and UPI having signed an MOA that extends the opportunity to have an IER approved with the associated increases through September 1, 2026.

28.1. Basic Increase

- 5) **Training for New Administrators.** Joint re-commitment to twice-annual joint UPI and WIU presentations to new administrators who supervise members of the UPI bargaining unit (Article 13.11) and to ongoing supervisor training. Among the items to be addressed across these sessions are Articles 13.9 (Remote Work) and 32.2 (Assignment of Duties for Academic Support Professionals).
- 6) **Provost's Travel Awards.** No change to Article 29.14 or 43.13 regarding Professional Development Funds/funding of Provost's Travel Award, but commitment to increase the allowed maximum per award to at least \$1,000 (incorporating UPI's proposed dollar amount) to allow for more meaningful participation in and utilization of these professional development opportunities.
- 7) **Job Assignments.** The University commits to, whenever reasonably possible: (1) not assign primary duties belonging to an ASP or LOA job title, to any supervisor, director, other administrator, or other individual not holding the appropriate job title; (2) not assign teaching duties to any supervisor, school director, or other administrator (apart from the existing responsibility of limited administrator instruction during Fall/Spring); and 3) to continue to meet and discuss Article 30.1.a and the waiver of the one year waiting period for full-time covered employees. In so committing, the University is not waiving any rights it may have under law.
- 8) **Academic Freedom.** Joint recommitment to the concept of academic freedom through language changes in the Preamble of the WIU-UPI Agreement.

It is the intent of the Board and the Union to promote the quality and effectiveness of education at Western Illinois University and to promote high standards of academic excellence in all phases of instruction, research, service, and support services. The Board and Union recognize that an effective

and harmonious working relationship will facilitate achievement of common objectives and will provide an environment conducive to the delivery of a high-quality education and, moreover, affirm that academic freedom and responsibility shall not be abridged or abused.

9) **Memoranda of Agreement (MOA) and Memoranda of Understanding (MOU).**

Incorporation of the following MOUs and MOAs into the contract, and elimination of MOUs and MOAs previously incorporated or no longer relevant as to time:

- MOU WIU/UIP Memorandum of Understanding (1/20/2026)
- MOA WIU/UIP Agreement Electronic Agreement Copies (01/04/24)
- MOA WIU/UIP Agreement Clarifying Independent Study/Readings and Student Degree Programs (12/07/23)
- MOA WIU/UIP Agreement Memorandum (08/31/23)

Incorporation of UPI's Proposed Language for Article 18.12.c and 43.10 in lieu of incorporating MOA WIU/UIP Agreement Changes/Alterations to Management, Awarding, and Accounting of ACEs (06/03/24), with clarification to order of ACE assignments:

18.12.c. Overload

- c. Voluntary overload shall not exceed nine (9) ACEs per year. Involuntary overload shall not exceed six (6) ACEs per year. There shall be a hard cap on all forms of overload: six (6) involuntary ACEs; nine (9) voluntary ACEs; and fifteen (15) total overload ACEs per year. The first six assigned overload ACEs shall be deemed involuntary; any remaining overload ACEs shall be deemed voluntary.

43.10. Overload

- a. An employee who is assigned duties in excess of 24 ACEs (Unit B) in an academic year shall be compensated for excess ACEs at the rate of \$1500 per ACE. (For overload during the Summer Session, see Article 43.6.a.)
- b. Voluntary overload shall not exceed nine (9) ACEs per year. Involuntary overload shall not exceed six (6) ACEs per year. There shall be a hard cap on all forms of overload: six (6) involuntary ACEs; nine (9) voluntary ACEs; and fifteen (15) total overload ACEs per year. The first six assigned overload ACEs shall be deemed involuntary; any remaining overload ACEs shall be deemed voluntary.

In connection with removal of the 9/19/23 and 10/16/24 MOAs regarding 1st Year Unit A Probationary Faculty ACE Assignment Limits, revision of Article 18, Section 20 as follows:

18.20. New Faculty Course Releases

Probationary Unit A Faculty course loads shall be limited to no more than 19 ACEs during their first academic year (fall/spring semester combined).

- 10) **Rebuild.** Joint commitment to continue to meet to reach agreement on an MOU that addresses the reorganization to two colleges, including but not limited to 20.5.a.3 (UPC) and 26.2 (APER)
- 11) **Contract Cleanup.** Agreement to advance dates, remove references to chair, department, and department personnel committee (DPC) structures to reflect the rebuild, and remove remaining gendered pronouns.

- 12) **Bargaining Unit Inclusion**. Joint Agreement on the inclusion of Associate Librarian as part of the bargaining unit and joint commitment to continue to meet and discuss clarifications to the makeup of the bargaining unit and a potential modification of the one-year waiting period for full-time covered employees.

So agreed:

Western Illinois University



Kristi Mindrup (Oct 5, 2026 10:02:20 CDT)

Dr. Kristi Mindrup
University President

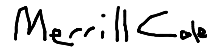


Dr. Jessica Lin
Contract Administrator

UPI Local #4100



Dr. John Miller
President of UPI Local #4100



Merrill Cole (Sep 25, 2026 16:26:41 CDT)

Dr. Merrill Cole
Chapter President