

Dear Members of the UPI Bargaining Unit,

Thank you for being involved in the negotiations process. Those on the negotiation team appreciate the turnout, feedback, and increased activism within our membership. Please continue to reach out to us.

The administration has requested mediation, a process wherein a third party helps both sides in a negotiation to find a path to agreement. Although there are a number of tentative agreements, common ground is yet to be found on issues tied to compensation, promotion, and workload. UPI and the administration have agreed to use the Federal Mediation and Conciliation Service (FMCS), an independent agency that provides free mediation services. It is anticipated that a mediator from the regional FMCS office in Peoria, IL will be assigned. One of the two mediators who work in the Peoria office is retiring soon and it is unclear how, if at all, this may impact the mediation schedule. Another update will be sent as more information becomes available. As stipulated in the ground rules, either team may speak publicly about negotiations now that mediation has been initiated.

UPI stands for a strong student experience, a Western Illinois University that grows and becomes stronger as we go forward, and for a strong, supported Macomb community. Although recognizing that state funding and declining enrollment have impacted everyone connected to the university, UPI cannot agree to contractual changes that paint a pessimistic future for Western and are likely to weaken the student experience, university, and Macomb community. For the 6 months of negotiations prior to June 30th and the passage of a state budget, UPI members – and UPI members alone – were asked to take a pay cut of 18% for this year, and 15% for the next 4 years, coupled with the removal of PAA from base salaries, elimination of the minima structure (save for new hires), sharply decreased notice of layoffs, and increased teaching loads to 24 ACEs for all Unit A and Unit B faculty. Questions about an analysis of the impact of the administration's proposals on students, employees, and the community have been met with silence. Yet, it is clear that these proposals would result in the following outcomes:

- Student experiences would be impacted as UPI members experience greater responsibilities, resulting in less time for mentorship, advising student organizations, developing new programs and course offerings, and so on;
- Employee morale, job satisfaction, and commitment to WIU would continue to decline among our membership, accelerating employee resignations and retirements, further impacting students when these issues lead to destabilizing, reducing, and deteriorating programs;
- Recruiting skilled, competitive new hires would become more difficult;
- Eliminating minima lanes would likely result in salary compression and gender gaps in pay, and salaries would drop well below those at WIU's peer institutions; and,
- Over the length of the contract, Macomb would see a loss of over a half million dollars in sales tax revenue and 20 million dollars in consumer spending.

Since receiving a budget for this year, UPI has seen some movement, primarily in the percentage of the permanent pay cut being proposed. Yet, the fundamentals of the administration's proposal remain, as does the negative impact on students and the institution. The administration remains unwilling to accept the same cuts in compensation.

UPI believes in a sustainable future for our students and our community. Investing in faculty and support staff provides students a stable, thriving scholarly community. UPI's proposal reflects an understanding that the university needs some time to reset and also presents a hopeful future for Western. UPI is not asking for basic increases in salary until FY20, and even then, scheduled raises would fall below inflation. Responding to the administration's concerns about the long-term cost of the PAA, UPI propose a 4 year

“hard rotation” for PAAs, a significant savings for the university given that most UPI members earn a PAA every other year. UPI asks to equalize workload across colleges and bringing the workload at WIU in line with its peer institutions and other comprehensive Masters granting universities nationally. Doing so would afford tenured and tenure-track faculty in all four colleges time to mentor and involve students in research, and to engage in service and growth opportunities, such as curriculum development. UPI also asks that the administration support conference travel for our members at the rate the university supports conference travel for administration. UPI aims to remain hopeful about the future of the Western.

A table summarizing the primary compensation components of the most current UPI and Administration proposals is included at the end of this message.

In solidarity,

Dana Lindemann

On behalf of your UPI negotiation team

	Administration	UPI
Basic increase	Basic <i>decrease</i> of 3%, beginning Fall 2018 (permanent)	FY18 – 3% deferral (loan to WIU) FY19 – 0% increase FY20, FY21, FY22 – increases equal to 90% of CPI-U (inflation)
Salary Minima	Remove all minima increases (minima applies only to initial hire)	Status quo
Furlough	Add new furlough language allowing up to 8 furlough days (4.1%) every year beginning in 2017-2018	Status quo (no new furlough language)
PAA	Make PAA a single payout of \$900 (Unit B) and \$1530 (Unit A); Only members with 10+ years at WIU are eligible; 1 PAA may be earned every 4 years after meeting eligibility	Equate PAA across units at \$1500 and remain in base salary; move to a 4-year cycle (only 1 PAA earned per 4 years).
Summer Salary	\$3000 for first 5 students, \$40 per sch thereafter, reducing UPI combined summer salaries by approximately \$200,000 per summer	Status quo
Workload	24 ACEs for all Unit A and Unit B faculty (status quo if UPI agrees to all other compensation proposals)	Equate workload across colleges at 18 ACEs for Unit A and 21 ACEs for Unit B (consistent with our peer institutions and other Master’s level comprehensive universities)

Overload	Status quo	\$1500 per ACE (or status quo if workload proposal is accepted)
Work Required Travel	Status quo (no language)	UPI proposes that the Administration allocate the same amount to UPI work required travel as is spent on Administrative conference travel per year.
Extension Teaching Compensation	Eliminate all stipends for extension teaching	Status quo (keep stipends for travel to other campuses)
Professional licensure Costs	Status quo (no language)	UPI proposes reimbursement of up to \$750.00 per year to cover costs to maintain a professional licensure required for an employee's primary (Assigned) duties.