

Western Illinois University On-the-Record Package Proposal (1/31/18)

Salary: Beginning FY19, salaries will be 2% below the re-established FY 19 levels (per deferral agreement), except no employee shall be paid below the Assistant Professor minima salary or the starting salary for a Unit B Instructor or ASP. The salaries of incumbent employees who, after the effective date of this agreement but before June 30, 2018, sign an IER to retire no later than effective June 30, 2020, will remain at the FY19 re-established levels. (Employees are not eligible for more than one IER.)

Salary Reopener Triggers: Beginning FY20, UPI (with FY15 revenues for the fiscal year-state appropriation (\$51,446,000) and enrollment (10,000 FTEs) effective as of 10th day of the spring semester of the academic year, may request to reopen the agreement by March 15 to bargain over an across the board salary increase to be effective the beginning of the next fiscal/academic year.

New Minima, Promotion and Merit System for Unit A: Beginning in FY19, combine and restructure minima, promotions and PAA/merit increases. See attached. PAA rolled into salary going forward.

New Minima, Promotion and Merit System for Unit B: Beginning in FY19, combine and restructure minima, promotions and PAA/merit increases. See attached. PAA rolled into salary going forward.

Summer School: 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 15. (For example, in a typical three credit hour course, faculty members would receive \$3,000 for the first five students enrolled in the course and an additional \$225 per student for each additional student who enrolled).

UPI Assigned Time: Eliminate state appropriations or tuition funds being used to compensate UPI members for Union duties. Eliminate the current model where the University provides compensation for UPI members to conduct union duties by releasing them from teaching or other assigned work. Allow UPI to purchase up to 30 ACE's of release time each year for union work.

APER: Status quo.

Non-Renewal/Layoff: Status quo. See timelines previously provided.

Evaluation Committees: Establish committee to evaluate and make recommendations to transition to a completely on-line evaluation system; and to improve the response rate for the current on-line system.

Student Evaluation Contents: UPI may propose best practices to the AVP. The AVP will submit any mutually agreed upon best practices to the departments for consideration. The substantive portions of an evaluation system are not mandatory subjects of bargaining.

All previously agreed TAs

All other provisions status quo except language changes necessary to effectuate agreed upon changes.

(The term “employees” refers to Unit A and B employees).