

Western Illinois University
Best On-the-Record Package Proposal

April 15, 2018

- 1) Salary During FY19: After salaries are restored at the beginning of FY19 (per the deferral agreement), salaries and minima lanes will be reset to 2% below the re-established FY 19 levels and minima will remain at those levels for the duration of the agreement. 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.)
- 2) Salary Reopeners: In FY20, the Union may request to reopen to negotiate over across the board salary adjustments (if any) to be effective in FY21 if total calculated FY20 revenues are 112% over FY18 calculated revenues for the fiscal year. Total calculated revenues will include approved state appropriation plus calculated tuition revenue. Calculated tuition revenue is achieved by the following formula:
 - i. $\text{four year average undergraduate tuition} * \text{Fall } 10^{\text{th}} \text{ day undergraduate FTE} + \text{four year average graduate tuition} * \text{Fall } 10^{\text{th}} \text{ day graduate FTEs.}$

In FY21, either the University or the Union may request to reopen the Agreement to negotiate over modifications to base salary to be effective in FY22 (5th year of 5 year agreement).

A request to reopen must be made by October 1 of any year absent a request for an extension due to the failure to receive an approved state appropriation prior thereto.

- 3) PAA, Promotion and Merit for Unit A: Beginning in FY19, combine and restructure minima, promotions, PAA and add merit increases:
 - a) Pilot for term of agreement merit increases in lieu of minima increases for Associate Professor +5 and Full Professor +5, +10 and +15.
 - b) Pilot means that the parties will meet in the Fall of 2022 to discuss the recommendations of a joint committee for potential modifications to the merit system going forward based on factors to be developed by the parties in advance of the evaluation. (Pilot does not mean automatic reversion to current system).

- c) Promotions for Associate Professor and Professor at \$500 per month.
 - d) Merit for Associate Professor +5 at maximum of 3%, Professor +5 at maximum of 4%, Professor +10 at maximum of 5% and Professor +15 at maximum of 6%.
 - e) Eliminate PAA effective FY 18 but employees will be paid at the beginning of FY19 for PAA earned under previous contract (FY17). Beginning in FY19, roll all PAA into base salary (before application of minima or merit).
- 4) PAA, Minima, and Promotion for Unit B Faculty: Beginning in FY19, combine and restructure minima, promotions and PAA as follows:
- a) Promotion at 7 years and 12 years at \$150 per month based on satisfactory teaching (with new titles and grandfathering of Assistant Professor). Failure to achieve satisfactory performance will result of delay in promotion until satisfactory performance is achieved. Eligibility for second promotion will be delayed until 5 years after first promotion.
 - b) Eliminate PAA effective FY 18, but employees will be paid at beginning of FY19 for PAA earned under previous contract (FY17). Beginning in FY19, roll all PAA into base salary (before application of minima or merit).
 - c) Establish new minima schedule for new hires that begin employment on or after July 1, 2018 consistent with b) above except with 5 years between minima steps as follows: 2-5, 6-10, 11-15, 16-20, 21+.
- 5) PAA and Minima for Unit B ASPs: Beginning in FY19, combine and restructure minima and PAA as follows:
- a) Eliminate PAA effective FY 18, but employees will be paid at beginning of FY19 for PAA earned under previous contract (FY17). Beginning in FY19, roll all PAA into base salary (before application of minima or merit).
 - b) Establish new minima schedule for new hires that begin employment on or after July 1, 2018 consistent with a) above except with 5 years between minima steps as follows: 1-5, 6-10, 11-15, 16-20, 21+.

- 6) Summer School: Beginning FY18, revise summer session compensation to 85% of one month's pay AND per UPI's 2/28/18 proposal, eliminate Unit A priority in summer rotation.
- 7) UPI Assigned Time: Eliminate state appropriations or tuition funds 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.
- 8) Mini-Sabbaticals: Expand scope of Grant Writing Fellows program for Unit A consistent with UPI's 2/28/18 proposal, to allow for consideration of additional professional projects for up to 36 ACE's, except committee will function similar to Unit A sabbatical request review, program will be located in Provost's Office and subject to approval of the Provost.
- 9) Parental Leave: Effective FY19, add two weeks of parental leave for a total of up to 6 weeks.
- 10) Thesis and Dissertation Chair: Effective FY18, pay \$500 per thesis completed and \$750 per dissertation completed.
- 11) Waiver of Tutored Study: Effective FY19, allow one tutored study waiver per year if faculty is at full load (defined as at least 21 ACES for Unit A or 24 ACES for Unit B).
- 12) Grievance Mediation: Add grievance mediation as an option prior to arbitration
- 13) All previously agreed upon tentative agreements (TA's).
- 14) All other provisions are status quo, except language changes necessary to effectuate agreed upon changes.