

SUMMARY OF WIU ECONOMIC CONTRACT PROPOSALS

WIU NEW ON-THE-RECORD PROPOSAL (1-31-18)	WIU ON-THE-RECORD PROPOSAL (10-26-17)
1) Maintain current faculty workload (up to 22 ACEs Unit A; up to 24 ACEs Unit B).	1) Maintain current faculty workload (up to 22 ACEs Unit A; up to 24 ACEs Unit B)
2) Effective 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 irrevocable election to retire (IER) 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) Effective FY19, a 3% salary reduction that will continue for the duration of the contract*, but UPI (with FY15 revenues) or WIU (with 5% decrease from previous fiscal year) may request to reopen agreement to bargain over salary increases/decreases [*Salaries will remain at current FY18 levels, with no scheduled across the board salary increases unless request to reopen is made].
3) Furloughs are no longer part of the discussion.	3) Beginning in FY 18, up to 8 furlough days per year (during winter/spring break) with UPI right to request to reopen to reduce furloughs with achievement of FY15 revenues.
4) New Minima, Promotion and Merit System for Unit A , Unit B and Unit B ASP : Beginning FY19, combine and restructure minima, promotions and PAA/merit increases. PAA rolled into salary going forward.	4) Beginning in FY19, eliminate automatic minima bumps/lanes, instead increase promotions to \$1,000/month for Unit A and \$400/month for Unit B (generally after 6 and after 11 years).
5) Eliminate current PAA system in lieu of the merit system described in item 4.	5) Beginning FY19, revision to PAA system to create merit based payment for employees beginning after 10 years of service coinciding with 4 year evaluation cycle (lump sum payment in following year not added to base). Similar cycle for Unit B. Lump sum payments of \$1,530 for Unit A and \$900 for Unit B.
6) 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).	6) 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 fifteen. For example, in a typical 3-credit-hour course, faculty members would receive \$3,000 for the first 5 students enrolled in the course and an additional \$225 per student for each additional student who enrolled.
7) Extension Teaching Compensation: No change from current contract.	7) Beginning FY19, eliminate compensation for travel for distance delivered courses.
8) UPI Assigned Time: Eliminate the current model in which the University provides compensation from state appropriations or tuition to UPI members to conduct union duties by releasing them from teaching or other assigned work. Allow UPI to purchase up to 30 ACEs of release time each year for union work.	8) Eliminate payment by the University (through appropriated funds and tuition dollars) for 30 ACEs of UPI reassigned time each year. Instead, the University would permit UPI to purchase release time for Union work.
9) Salary Reopener Triggers: Beginning FY20, UPI 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 if the following conditions are met: (a) current fiscal year state appropriations must reach a level of \$51,446,000 and (b) enrollment must reach 10,000 FTEs effective as of the 10th day of the spring semester of the academic year. These numbers are based on FY15 data.	

* [In-depth on-the-record proposal](#) available at wiu.edu/provost/negotiationsupdate.