

From: WIU Contract Administrator Russ Morgan and UPI Local 4100 Chief Negotiator Dana Lindemann  
Subject: WIU, UPI Local 4100 Joint Release

Monday, May 21, 2018

**Joint Statement from Western Illinois University and the University Professionals of Illinois Local 4100 – Details of Tentative Collective Bargaining Agreement**

Western Illinois University (WIU) and the University Professionals of Illinois Local 4100 (UPI) have reached a tentative agreement for a new contract, subject only to legal review.

The Agreement must be ratified by the membership and approved by the Board of Trustees.

Below are the details of the tentative agreement:

**2017-2021 WIU/UPI Tentative Agreement**

- Salaries will be restored for 2018-2019 (per the deferral agreement). 2019-2020 salaries and minima lanes will be reset to 2% below the re-established 2018-2019 levels. The salaries of incumbent employees who, after the effective date of this agreement but before December 15, 2018, sign an IER to retire no later than effective June 30, 2020, will remain at the 2018-2019 re-established levels (Employees are not eligible for more than one IER).
- Salary Reopener: Either the Union or WIU may request to reopen to discuss base salaries to be effective in 2020-2021. For 2020-2021, salaries and minima will remain at 2019-2020 levels absent a mutual agreement for change.
- Duration: This is a 4-year Agreement. The contract ends June 30, 2021.
- Minima, Promotion, Merit and PAA for Unit A: Combine and restructure minima, promotions, PAA and add merit increases per above and as follows:
  - a) There will be a pilot program from Fall 2018-Spring 2022 of merit increases in lieu of minima increases for Professor+5, Professor+10, and Professor+15 reflected in a separate Memorandum of Understanding. Merit for Full Professor +5 at maximum of 5%, Professor +10 at maximum of 5% and Professor +15 at maximum of 6%. Employees in these lanes will receive minima lane adjustments at the beginning of Fall 2018.

- b) Beginning in 2019-2020, promotions for Associate Professor and Professor at \$500 per month.
  - c) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Minima, Promotion and PAA for Unit B Faculty: Combine and restructure minima, promotions and PAA per above and as follows:
  - a) Effective 2018-2019, Unit B Associate Faculty will be eligible for promotion to Associate Instructor rank after the completion of seven years as Instructor. After four years as Associate Instructor, Associate Faculty will be eligible for promotion to Senior Instructor. The 4-year requirement will not be applicable to Senior Associate faculty who have completed 11 years of service. Each promotion receives a \$150 per month increase based on highly effective teaching over the previous 3 years. New promotional dollars are payable beginning in 2019-2010. Associate Faculty who currently have the Assistant Professor title will maintain that title.
  - b) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Minima and PAA for Unit B ASPs: Combine and restructure minima and PAA per above and as follows:
  - a) Eliminate PAA effective 2017-2018, but employees will be paid at the beginning of 2018-2019 for PAA earned under previous contract (FY17).
- Summer School: Beginning 2017-2018, revise summer session compensation (for courses) to 85% of one month's pay and eliminate Unit A priority in summer rotation.
- Mini-Sabbaticals: Allow one course reduction for Unit A for grant writing and other professional projects for up to 36 total ACE's per year, subject to submission and quality of proposals.
- Parental Leave: Effective 2018-2019, add two weeks of parental leave for a total of up to 6 weeks.

- Thesis and Dissertation Chair: Effective 2017-2018, pay \$500 per master's thesis completed and \$750 per dissertation completed.
- Waiver of Tutored Study: Effective 2018-2019, allow one tutored study waiver per year for Unit B faculty at full load (defined as at least 24 ACES, not including the waiver).
- Grievance Mediation: Add grievance mediation as an option that either party may request just prior to arbitration (after Steps 1 and 2). The other party may agree to accept or decline mediation.
- All previously agreed Tentative Agreements.
- All other provisions status quo except language changes necessary to effectuate agreed upon changes.