

ACTION ITEM: CONSIDERATION AND APPROVAL OF CONTRACT BETWEEN THE UNIVERSITY AND UNIVERSITY PROFESSIONALS OF ILLINOIS (UPI) LOCAL 4100

On May 3, 2023 the University Professionals of Illinois Local 4100 voted to ratify their labor agreement. Details of the agreement are as follows:

Length of Agreement and Wages

- Four-year agreement, expiring on August 15, 2026.
- Compensation is as follows:
 - **FY 23**
 - 3.25% ATB
 - \$1,000 one-time payment to all UPI represented employees, prorated
 - **FY 24**
 - 2.5% ATB
 - \$500 ATB on the base
 - **FY 25**
 - 3.0% ATB
 - \$65,000 for compression and equity payments
 - Additional 1% to base if the total amount of state appropriations and tuition increases by 5% from 2023 to July 1, 2025.
 - **FY 26**
 - 3.0% ATB
 - \$65,000 for compression and equity payments
 - Additional 1% to base if the total amount of state appropriations and increased tuition increases by 7% from 2023 to July 1, 2025.
 - Excellence Awards restarted with \$60,000 set for awards

Highlights of Other Agreed Language

- Office Hours – Guaranteed to have a minimum of 25% of office hours on campus
- Agreement on flexible schedule for remote work
- Professional Development requirements to include DEI focused work
- Pilot Program for one year to address concerns related to Student Advising
- Workload generally remained the same
- Parties came to understanding to continue addressing issues of coordinators
- Came to agreement on definitions of teaching modalities, with latitude to reassess through shared governance process
- Agreement on student teaching advising and supervision

Financial Impact

- The first-year incremental cost is \$2,007,274
- The four-year incremental cost is \$7,630,478