

EXECUTIVE SUMMARY

Memorandum of Agreement Between
Northeastern Illinois University and
University Professionals of Illinois, Local 4100

The University and the University Professionals of Illinois Local 4100 (UPI) have tentatively agreed to extend the terms of the 2014-19 collective bargaining agreement (CBA) through August 15, 2022. The terms of this agreement were previously extended from 2019 to 2021.

This tentative agreement provides as follows:

- Two percent (2.0%) salary increase for UPI bargaining unit members for FY 2021-2022;
- Suspends the faculty and staff excellence awards for FY 22, (allocation of \$50,000);
- Allocates \$100,000 for UPI to allocate as compression and equity salary increases.
 - The equity adjustment will be allocated to base salaries by UPI;
 - Those adjustments shall be applied retroactively;
- Additional non-economic agreements include:
 - A recommitment to the provisions of the Labor Management Committee, including an agreement to begin monthly meetings;
 - A joint effort to seek additional information from similarly situated universities regarding the pay and duties of facilitators, coordinators, and advisers in advance of the next contract negotiations.

The estimated cost of the increases provided in this one-year agreement is \$756,000. This sum has been included in the University's FY 2021-22 budget.