

EIU UPI

Memorandum of Understanding

September 5, 2023

COLLECTIVE STATEMENT OF INTENT AND UNDERSTANDING

Eastern Illinois University and University Professionals of Illinois Local 4100 agree that the 2001 bargaining unit certification document includes full-time Annually Contracted Faculty employees in the bargaining unit in their first year of employment.

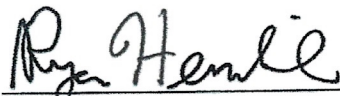
As such,

1. Those Annually Contracted Faculty first employed full-time during the 2021-2022 academic year and have continued full-time employment during the 2022-2023 academic year will receive the 2022-2023 across-the board 5% salary increase retroactively.
2. Those Annually Contracted Faculty first employed full-time during the 2021-2022 academic year and have continued full-time employment during the 2022-2023 academic year will have the 2021-2022 academic year included in the count of years of appropriate service for salary increases that depend on years of service in the bargaining unit.
3. Those Annually Contracted Faculty first employed full-time during the 2022-2023 academic year and have continued full-time employment during the 2023-2024 academic year will receive the 2023-2024 across-the-board 4% salary increase.
4. UPI agrees that no further adjustments will be sought to correct any other issues created by the omission of first-year Annually Contracted Faculty bargaining unit members.

Human resources will implement the corrections to salary specified above as soon as possible with resulting retroactive pay included in the September 30, 2023 payroll payment.

So Agreed:

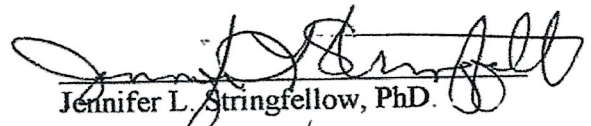
FOR EIU



Ryan C. Hendrickson, PhD.

Date: 9/5/23

FOR UPI



Jennifer L. Stringfellow, PhD.

Date: 9/5/23