

**WIU/UPI Impact Bargaining**  
**Memorandum of Agreement**

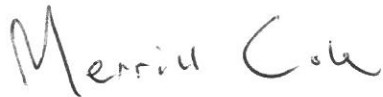
February 13, 2025

UPI and the University agree to the following provisions in response to layoffs and non-renewals during the 2024-2025 academic year. The Parties agree that this MOA shall not be cited as precedent. However, the MOA may be used in an action to enforce its terms. Any disputes arising out of the interpretation or implementation of this MOA shall be decided under the grievance and arbitration procedure contained in the 2023-2026 UPI Faculty and ASP collective bargaining agreement. .

1. WIU agrees to provide vacation and sick leave payouts where required by law, regulation, or already existing university policy.
2. WIU agrees that non-renewed or laid off employees within the UPI bargaining unit may use up to five days of sick leave as personal days prior to the employee's separation date so long as the employee provides the employees supervisor seven calendar days' notice.
3. WIU additionally agrees that non-renewed or laid off employees within the UPI bargaining unit who have earned approved hours (i.e. administrative support professionals) may use those hours prior to the employee's separation date so long as the employee provides the employee's supervisor seven calendar days' notice.
4. WIU agrees to continue the Educational Benefits identified in Articles 27.12 and 41.13 of the Collective Bargaining Agreement (CBA) until June 30, 2025 for non-renewed and laid-off employees in the bargaining unit who were enrolled in a degree-seeking program as of the date of their non-renewal/ lay-off notice and who are pursuing their first baccalaureate degree.
5. WIU additionally agrees to continue the Educational Benefits identified in subsection (b) of Article 27.12 and subsection (c) of Article 41.12 of the CBA for those who signed and submitted an Interinstitutional 50% Tuition Waiver for Children of Public University Employee- Public Act 90-0282 form prior to August 16, 2024. Such dependents may use 8 semesters, or 120 credit hours, whichever comes first, at Western Illinois University only, as specified on the Interinstitutional 50% Tuition Waiver for Children of Public University Employee form.

6. WIU agrees that faculty reassigned to the Macomb campus from the QC, will have through June 30, 2026 to request the full relocation reimbursement.
7. WIU agrees to bear all costs of moving the WIU tagged materials, technology, and equipment needed on the Macomb campus by reassigned faculty. No personal items or Quad Cities tagged office furniture will be moved. Reassigned faculty will be offered suitable available/unoccupied office space on campus consistent with current departmental practice.
8. WIU agrees to encourage QC commuters to utilize the Corbin-Olson Conference Center for overnight stays, based on availability during the work week, and as necessitated by their assigned workload, at the employee's own expense. The nightly cost for QC commuters will remain at the 2024 rate of \$20.00 plus tax per night for single occupancy and \$30.00 per night plus tax for double occupancy. The guaranteed rate will end June 30, 2026.

The above stated Memorandum of Agreement has been agreed upon by both parties on the following dates:



Dr. Merrill Cole,  
UPI President



Dr. Holly Nikels,  
Interim Associate Provost/ Contract Negotiator