

**Addendum to the August 16, 2021 WIU/UIP COVID Memorandum of Agreement:**

**RE: Employee Disciplinary Action for Testing Non-Compliance**

On Aug. 26, 2021, Gov. JB Pritzker issued a COVID-19 executive order regarding vaccination and testing requirements for Higher Education. As a result, absent any additional instruction from the Illinois Board of Higher Education, the Illinois Department of Public Health, or other official state entity regarding the interpretation or implementation of said executive order, Western Illinois University has revised the disciplinary action for testing non-compliance. Beginning the week of Monday, September 20, 2021, the following disciplinary action will be taken with employees not in compliance with weekly testing requirements who have not provided proof of vaccination. Previously announced employee discipline has been rescinded.

	1 <sup>st</sup> Offense	2 <sup>nd</sup> Offense	3 <sup>rd</sup> Offense
UPI Faculty & ASPs	Notice of formal disciplinary meeting, identifying the problem and possible sanctions, sent from the department chair/director.	2-day unpaid suspension	Follow sanctions & hearing process as outlined in UPI collective bargaining agreements to implement additional sanctions, not to exceed an unpaid suspension until compliance. Upon compliance, return to work the next scheduled work day.

Disciplinary action relative to non-compliance with vaccination and testing mandates will be progressive and will not reset with compliance with those mandates. The imposition of discipline relative to an employee's non-compliance with vaccination and testing mandates shall not be used by the University as a factor to determine the appropriate level of discipline for any subsequent infraction(s) that are unrelated to compliance with these mandate(s).

For the purposes of meeting the weekly testing requirement, a week is defined as Monday through Sunday. Employees should complete this testing during their regular work hours or as directed by their supervisor. Overtime pay will not be provided if the employees chooses, on their own, to obtain a PCR-based COVID test outside of their normal work hours.

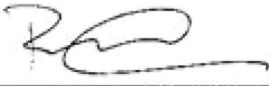
Click [here](#) for information and directions regarding COVID-19 testing on the Macomb and Quad Cities campuses.

If employees feel they have received a written warning/reprimand in error, they should contact Human Resources at [HR-Office@wiu.edu](mailto:HR-Office@wiu.edu). UPI bargaining unit members may invoke their Weingarten Rights and request union representation when making contact with Human Resources as well as at any time in which an interaction with a member of the university administration may lead to the employee being sanctioned or disciplined.

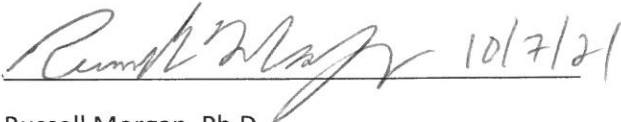
Individuals in the UPI Bargaining Unit who have been notified of non-compliance with the Governor's Executive Order 2021-20 and who have subsequently come back into compliance shall be afforded all the rights, responsibilities and protections of this MOA and the collective bargaining agreement. Compliance to the

testing mandate is independent of the processes and practices outlined in the MOA and collective bargaining agreement regarding the handling of positive Covid-19 test results by bargaining unit members.

The University shall notify the UPI President by close of business every Monday of individuals in the UPI Bargaining Unit who are non-compliant with Executive Order 2021-20 until the Executive Order is rescinded, as well as continue to follow all established expectations for disciplinary notification set out in the collective bargaining agreement.

 10/8/2021

Patrick McGinty, Ph.D.  
UPI President

 10/7/21

Russell Morgan, Ph.D.  
Associate Provost/Contract Administrator