

Western Illinois University  
Board of Trustees Meeting  
December 15, 2023

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# WESTERN ILLINOIS UNIVERSITY BOARD OF TRUSTEES

December 15, 2023

Western Illinois University  
Macomb, Illinois

## December 15, 2023 – Sherman Hall Room 205

**Motion to Convene to Open Session – 6:00 p.m.**

**Action**

**Roll Call**

**Public Comments**

**Chairperson’s Remarks**

Mrs. Carin Stutz, Chair

**President’s Remarks**

President Guiyou Huang

**Agenda Topic**

**Resolutions and Action Items**

**Action**

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Resolution No. 23.12.1/1

**Action**

UPI, Local 4100, IFT-AFT, AFL-CIO ProTech – 2023-2026 Bargaining Agreement  
(Interim Executive Director of Human Resources and Interim Title IX Coordinator,  
Cassandra Standberry)

**Old Business**

**New Business**

**Next Meeting**

March 21, 2024 Closed Session - Macomb Campus in the University Union, Capital Room  
March 22, 2024 Open Session - Macomb Campus in the University Union, Capital Room

## Adjourn

## Action

- The meetings audio will be streamed live at <https://www.youtube.com/user/WesternIllinoisU>
- Public comments will be held to a total of 30 minutes. Comments will be limited to 3 minutes for those speaking in person and 500 words for those writing. Those who wish to have your comments read, please email them to Athena Brooks at [AM-Brooks@WIU.edu](mailto:AM-Brooks@WIU.edu) by 12:00 p.m. (noon) on Friday, December 15, 2023.
- Trustees will meet in person.

# WESTERN ILLINOIS UNIVERSITY BOARD OF TRUSTEES

December 5, 2023

## Resolution No. 23.12.1/1 -- UPI, Local 4100, IFT-AFT, AFL-CIO ProTech – 2023-2026 Bargaining Agreement

### **Resolution:**

WHEREAS Western Illinois University Board of Trustees must approve collective bargaining agreements prior to implementation; and,

WHEREAS an agreement was reached on December 4, 2023, and was ratified on December 12, 2023, by the UPI, Local 4100, IFT-AFT, AFL-CIO – ProTech.

THEREFORE, be it resolved that the Board of Trustees approves the agreement as presented.

### UPI, Local 4100, IFT-AFT, AFL-CIO - ProTech

An agreement was reached on December 4, 2023, and was ratified on December 12, 2023, for the period of July 1, 2023, through June 30, 2026, with the UPI, Local 4100, IFT-AFT, AFL-CIO ProTech representing approximately 73 employees.

### Contract Language

The contract contains all the provisions required by law. In addition, it contains specific articles reflecting the unique circumstances of Western Illinois University. The parties agreed to allowing bargaining unit members release time to attend monthly union meetings, one annual training, and one (1) designated employee may have release time to attend BOT meetings held in Macomb. Language was added to review job descriptions at least annually; bereavement leave had language added for five (5) additional unpaid days and new language was added to meet the IL Act 820 ILCS 154/10. Fostering was added in to the language under parental leave. The maximum number of comp time hours for salaried employees was increased to 45.

## Wage Settlement

The parties agreed to the following for Fiscal Year 24, effective 07/01/2023:

Retroactive to July 1, 2023, hourly employees covered by this contract making less than \$27 per hour shall receive \$1.85 hourly wage increase, or such lesser amount as brings the employee's new maximum salary to \$28.21, and salaried employees covered by this contract making less than \$52,659 shall receive a \$300 monthly increase, or such lesser amount as brings the employee's new maximum salary to \$55,000. Hourly employees covered by this contract making \$27 per hour or more, and salaried employees covered by this contract making \$52,659 or more shall receive a 4.5% wage increase.

Retroactive to July 1, 2023, all Admissions and Records Officers hired before July 1, 2023 shall be paid an hourly rate of not less than \$19.07 (after accounting for the \$1.85 per hour increase).

Effective July 1, 2024, every employee covered by this contract shall receive a 3% wage increase.

Effective July 1, 2025, every employee covered by this contract shall receive a 3% wage increase.

The parties also agreed to a wage re-opener based on the salary survey.