

Resolution No. 24-14***Approval of Memorandum of
Agreement with University
Professionals of Illinois, Local 4100***

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain the University in accordance with the rights, powers, and duties vested by law in the Board;

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a University student selected by student peers;

WHEREAS, The University’s faculty are organized and represented by University Professionals of Illinois, Local 4100 (“UPI”), a labor union;

WHEREAS, The University and UPI reached a Memorandum of Agreement (MOA) for a salary increase for four (4) UPI faculty in the College of Health and Human Services, Occupational Therapy program;

WHEREAS, UPI’s leadership has agreed to the proposed Memorandum of Agreement attached hereto as Exhibit A (MOA for Faculty in the College of Health and Human Services);

WHEREAS, President Green recommends approval of the Memorandum of Agreement as presented; and

WHEREAS, The Board believes the Memorandum of Agreement has been reached in arms’ length negotiations and is in the best interests of the University.


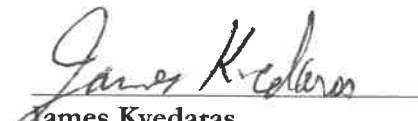
Now, therefore, it is:

Resolved, that the Board approves the Memorandum of Agreement.

Resolved, that the Board directs the Chair and President to execute the Memorandum of Agreement on behalf of the University.

Resolved, that the Board directs the University to take all reasonable and necessary steps to otherwise effectuate this Resolution.

Approved February 26, 2024


Kevin Brookins
Chair Pro Tem
James Kvedaras
Secretary

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is by and between Governors State University ("GSU") and the Governors State University Chapter of the University Professionals of Illinois ("UPI"):

WHEREAS:

GSU and UPI are parties to a collective bargaining agreement for full-time faculty covering the academic years of 2022 through 2025;

GSU informed UPI that it was considering adjusting the salary for certain faculty members in the Occupational Therapy Department due to market conditions and in an effort to retain existing faculty members in that department; and

GSU and UPI have discussed these one-time salary adjustments and reached agreement on the amount of these increases.

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants set forth herein, GSU and UPI agree as follows:

1. The above recitals are incorporated herein.
2. This Agreement shall be subject to approval by the Board of Trustees of GSU. If the Board of Trustees does not approve this Agreement, this Agreement shall be null and void, and neither GSU nor UPI shall have any obligation under it.
3. GSU shall make one-time salary adjustments for the following faculty members effective August, 16, 2023.

Faculty Member	New Salary as of Aug 16, 2023
King, Luther	\$88,900.00
Simpson, Erin	\$88,900.00
Czuba, Frank	\$93,500.00
Kvasnicka, Rebecca	\$87,500.00

4. The salary adjustments set forth above in Paragraph 2 will be retroactive. Any faculty member receiving a one-time adjustment pursuant to this Agreement shall continue to be eligible for all wage increases and additional compensation set forth in the collective bargaining agreement.

5. The Parties agree that the one-time adjustments provided by this Agreement are based on the unique circumstances currently faced by the Occupational Therapy Department. Accordingly, the Parties agree that this Agreement shall be non-precedential and shall not be cited

by either GSU or UPI as a past practice or other precedent. This Agreement shall not be admissible in any proceeding except a proceeding to enforce the terms of this Agreement.

6. The Parties hereto have participated in the drafting of this Agreement and, accordingly, any claimed ambiguity should not be presumptively construed for or against any of the parties hereto.

Agreed to this _____ day of February
2024 by:

Governors State University

By: Kevin Brookins

Name: Kevin Brookins

Title: Chair Pro Tem

By: Cheryl Green

Name: Cheryl Green

Title: President

Agreed to this _____ day of February
2024 by:

The Governors State University Chapter of
the University Professionals of Illinois

By: Michael D. Hart

Name: Michael D. Hart

Title: President UPI