

Memorandum of Understanding (MOU)

UNIV 101/201

The Parties, Northern Illinois University (NIU) and the NIU Instructors' Unit, Universities Professionals of Illinois Local #4100, hereby jointly approve the following specific change to Appendix A of their current collective bargaining agreement, effective beginning with the Fall 2024 Semester:

XVI. UNIV 101/ 201

A Bargaining Unit Member whose workload is nine or fewer credit hours or CUEs per semester who then elects to teach a section of UNIV 101 or UNIV 201, shall be compensated at their current contractual rate with a corresponding change in their FTE.

A Bargaining Unit Member whose workload is ten credit hours or CUEs per semester who then elects to teach a section of UNIV 101 or UNIV 201, shall be compensated at their current contractual rate to eleven credit hours or CUEs and their FTE shall be calculated at 91.67%, rather than the full-time rate set forth in the last sentence of Article 4.1.b.

A Bargaining Unit Member whose workload is eleven, twelve, or thirteen credit hours, or CUEs per semester who then elects to teach a section of UNIV 101 or UNIV 201, shall be compensated for the UNIV 101 or UNIV 201 section at the overload rate of \$1,400 per credit hour or CUE. Article 4.1.b shall not apply in this case.

A Bargaining Unit Member whose workload is fourteen or more credit hours, or CUEs per semester who then elects to teach a section of UNIV 101 or UNIV 201, shall be compensated for the UNIV 101 or UNIV 201 class at the overload rate of \$1,400 per credit hour or CUE.

Neither Party shall consider this settlement and resolution as establishing precedent or prejudice with regards to any future disagreements or issues of a similar nature that arise after the Execution Date of this MOU by the Parties.

<u>Original Signature on File</u>	<u>5/29/2024</u>
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Northern Illinois University	Date
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<u>Original Signature on File</u>	<u>5/29/2024</u>
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University Professionals of Illinois/Local 4100	Date
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