

MEMORANDUM OF UNDERSTANDING

The University of Illinois Springfield, and the University Professionals of Illinois, Local 4100, UIS-United Faculty Chapter, have agreed to a Pilot Program on Modified Duties. The pilot program shall remain in effect during the negotiation process. The Pilot Program shall begin effective immediately and will remain in effect for the duration of the next collective bargaining agreement between the University of Illinois Springfield and the University Professionals of Illinois, Local 4100, UIS -United Faculty Chapter and during negotiations for the subsequent successor agreement.

The parties agree as follows:

1. Modified Duties is an alternative work assignment that may be available to represented employees under the following circumstances: the semester subsequent to the completion of paid parental leave of absence; an immediate family member is diagnosed as having a terminal illness and requires intensive life-saving treatment or is in the end stages of the illness; the death of a spouse/partner, child, sibling, or parent. Other circumstances may be considered for modified duties.
2. Modified Duties may include, but are not limited to research, scholarship, artistry, course preparation and revision, etc. A faculty member may teach as a part of a modified duty assignment but is not required to do so.
3. The Unit Executive Officer and the bargaining unit employee shall mutually agree upon duties to be performed during the Modified Duties assignment (in advance whenever possible). The Modified Duties should not unreasonably interfere with the operational needs of the department and/or college. The plan for Modified Duties shall be documented and submitted to the appropriate Dean and Provost for review and approval. A copy of the agreement shall also be sent to the Union Chapter President.
4. Bargaining Unit Members completing any continuous paid parental leave of absence before a semester concludes shall be granted Modified Duties status for the remainder of that semester. In the event the qualifying event extends into the subsequent semester, the bargaining unit employee may request to extend the Modified Duties. The employee and UEO shall discuss and mutually agree upon appropriate Modified Duties for the subsequent semester. Such requests shall not be unreasonably denied.
5. Modified Duties are not considered a leave of absence, and do not preclude an employee from requesting a tenure-rollback in accordance with the Faculty Personnel Policy.
6. A denial of such request may be challenged through the grievance process of the Collective Bargaining Agreement.

Mark Owens

Mark Owens, Chief Negotiator – UIS

Kristi Barnwell
Kristi Barnwell, Chief Negotiator – UPL, UIS-UF

02/17/22

Date

2-14-22

Date