

MEMORANDUM OF UNDERSTANDING

Union Release Time

This Memorandum of Understanding will remain in effect for the duration of this collective bargaining agreement (ending on August 15, 2028) until a successor collective bargaining agreement becomes effective between the University of Illinois Springfield and the University Professionals of Illinois, Local 4100, Tenure System Faculty, unless extended by the parties. The language agreed to is as follows:

The University shall grant release time for one Union officer per academic year for business related to the Union business, subject to University approval based on operational need. The Union shall notify the University of the identity of the Union officer they are requesting release time for no later than May 1 for the upcoming academic year. The Union officer shall receive a reduction of one course, or equivalent workload reduction, per semester. In exchange, the Union will buy out the Union officer's time. A buyout of time is when external funds are utilized to "buy" a faculty member's released time by paying for a portion of their salary so that the equivalent amount of effort (%) can be spent working on Union business. In the case of a Union officer, the corresponding percentage of their faculty appointment would be directly charged (accounted for) to the Union account (budget) during the term of the buyout. The buyout rate for the Union officer shall be calculated at one-tenth (1/10) of their annual nine-month base salary to fund a non-instructional assignment for one semester.

Dallas A Schlosser

Labor Relations University of Illinois
Springfield

07/01/2026

Date

John J Miller

UPI Local 4100 United Faculty

06/19/2026

Date