

MEMORANDUM OF AGREEMENT

This updated Memorandum of Agreement (“Agreement”) for Spring 2021 is made and entered into on the date(s) indicated below, by and between the Board of Trustees of Southern Illinois University (“the University”), the SIUC Graduate Assistants United, IEA-NEA (“GAU”).

WITNESSETH:

WHEREAS, the University and Association are parties to a collective bargaining agreement which governs the relationships of the parties; and

WHEREAS, the University recognizes the GAU’s obligation to represent bargaining unit employees and the right of those employees to participate in union activities; and

WHEREAS, the University and the GAU have a mutual interest in providing for a safe and healthy Academic Year 2020/2021 in light of the COVID-19 pandemic;

NOW THEREFORE, the parties agree as follows;

Personal Protective Equipment (PPE):

The university will provide a reusable cloth face-mask to all employees. The University agrees to provide appropriate personal protective equipment as may be required by an approved safety plan for the unit in which a GA is employed.

Equipment required as part of an approved safety plan will be provided to GAs by each unit. Unit-level administrators should be contacted with immediate questions, with elevation to dean or immediate supervisor if unit-level administrators are not able to address the issue.

Potential Violations of Health and Safety:

In the event that a GA believes that there has been a violation of section 18.1 or 18.3 of the CBA, the parties agree to apply the contractual dispute / grievance process in an expedited fashion, with an emphasis on the informal resolution process.

Potential Mandatory Testing:

If an approved safety plan for a unit or program that employs Graduate Assistants requires mandatory COVID-19 testing for employees, such testing shall be required of Graduate Assistants appointed in the unit.

Pandemic Related Graduate Assistant Sick Leave:

Extending the agreement made for the Fall 2020 semester, Instructional GAs (Teaching Assistants and Instructors of Record) shall, for the Spring 2021 semester only, receive non-

accruable sick-leave in the amount of 43 work days **per 9-month contract year**, prorated in accordance with the FTE provided in the appointment. No more than 43 sick days will be available for an individual holding a 9-month appointment. If a GA holds a Spring-only appointment, 21.5 days, prorated by FTE, would be available over the Spring appointment. There shall be no payout for unused sick leave.

Extending the agreement made for the Fall 2020 semester, Research Assistants shall, for the Spring 2021 semester only, receive non-accruable sick-leave in the amount of 43 work days per 9-month contract year, prorated in accordance with the FTE provided in the appointment. No more than 43 sick days will be available for an individual holding a 9-month appointment. If a GA holds a Spring-only appointment, 21.5 days, prorated by FTE, would be available over the Spring appointment. There shall be no payout for unused sick leave.

Extending the agreement made for the Fall 2020 semester, Administrative GAs shall, for the Spring 2021 semester only, receive non-accruable sick-leave in the amount of 12 sick days per 9-month contract year, prorated in accordance with the FTE provided in the appointment. No more than 12 sick days will be available for an individual holding a 9-month appointment. If a GA holds a Spring-only appointment, 6 days, prorated by FTE, would be available over the Spring appointment. There shall be no payout for unused sick leave.

The parties further agree:

The Jackson County Health Department (JCHD) manages all cases of testing and assignments to quarantine or isolation. The University takes its direction from JCHD and the Illinois Department of Public Health. JCHD provides directives/instructions, contract tracing and what, if anything, campus facilities (i.e. Dining Services, The Rec Center, etc.) would need to do in the event of positive COVID cases. JCHD then releases people to return to work.

The Jackson County Health Department (JCHD), in conjunction with the Illinois Department of Public Health (IDPH), manages the county's vaccination program. The University remains ready to bargain the impact of any additional COVID-19 related developments related to the University.

IN WITNESS WHEREOF, the parties hereby agree to the above terms and conditions upon the execution of this Settlement Agreement on the 2nd of February, 2021.

SOUTHERN ILLINOIS UNIVERSITY:

UNION:

By: _____
David L. DiLalla
On behalf of Austin Lane
Chancellor

By: _____
Anna Wilcoxon
SIUC Graduate Assistants United
IEA/NEA