

**April 4, 2025, Tentative Agreement on Direct Economics (including Leaves, University Commitments for Academic Support, and Funds for Travel & Professional Development) and Duration**

***[The University withdraws University Proposal #37 contingent upon the Union's withdrawal of the Union "Release Time for Union Business" Proposal]***

**SIDE LETTER OF AGREEMENT**

**BETWEEN**

**ILLINOIS STATE UNIVERSITY**

**AND**

**UNITED FACULTY OF ILLINOIS STATE UNIVERSITY, UNIVERSITY PROFESSIONALS OF ILLINOIS, LOCAL 4100, IFT-AFT, AFL-CIO**

**Dissemination of Scholarly and Creative Work**

This Side Letter of Agreement is entered into by and between Illinois State University (the "Employer") and United Faculty of Illinois State University, University Professionals of Illinois, Local 4100, IFT-AFT, AFL-CIO (the "Union"):

1. The Parties recognize that the dissemination of scholarly and creative work is an important aspect of scholarly and creative productivity.
2. Starting in Academic Year 2025-2026, the Parties agree to meet at least once each Academic Year during the term of this Agreement to discuss Employer support for scholarly and professional travel and conference attendance. These meetings shall not constitute negotiations.

The Term of this Side Letter of Agreement shall commence on [insert the effective date of the Parties' collective bargaining agreement] and shall end on June 30, 2028, and shall not continue beyond that date nor be renewed unless the Parties expressly mutually agree in writing to such continuation or renewal.

**For the Employer**



**Date:** 4/4/25

**For the Union**



**Date:** 4/4/25

**Union March 28, 2025, PM PROPOSAL on Workload  
(including Hours of Work and Milner Library) and Assignment of Duties**

**SIDE LETTER OF AGREEMENT ON THE WITHDRAWAL OF PARAGRAPH A,  
IN SECTION 3 OF THE EMPLOYER'S WORKLOAD PROPOSAL**

This letter memorializes the Parties' agreement pursuant to which the Employer has withdrawn the following paragraph (previously Paragraph A of Section 3: Milner Library Workload), in the Employer's Workload proposal:

The Parties recognize that Milner Library faculty members occupy a unique position within the University community. The profession of librarianship carries its own set of professional qualifications, pedagogical concerns, research practices, and traditions of service. The role of a Milner Library faculty member therefore differs from that of faculty members in other colleges. One of the primary differences, though not the only one, is that for library faculty, the traditional evaluation framework of teaching, scholarly and creative productivity, and service is more appropriately viewed as librarianship, scholarly and creative productivity, and service. While the area of librarianship includes teaching as an important component, it also includes several other components that constitute an even larger part of a faculty member's duties.

The Employer's withdrawal of the paragraph above from its workload proposal is based on the following:

1. The Parties agree that the paragraph is contained in the University ASPT;
2. Neither Party will use the fact that the paragraph above was proposed and then withdrawn, or any modifications to this letter, as evidence of the Parties' intent in any other matter or proceeding with respect to the Milner Library Employees or the interpretation of the Parties' collective bargaining agreement.

By signing below, the Parties, through their representatives, signify their agreement to the terms set forth above.

**For the Employer:**

  
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Date: 3/28/25

**For the Union:**

  
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Date: 3/28/25

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**Student Mental Health Support Advisory Council**

This Side Letter of Agreement is entered into by and between Illinois State University (the “Employer”) and United Faculty of Illinois State University, University Professionals of Illinois, Local 4100, IFT-AFT, AFL-CIO (the “Union”):

1. By the end of the Fall 2025 semester, the Employer will create a Student Mental Health Support Advisory Council (“Council”) that will include student(s), faculty, staff, and administration from across campus.
2. Upon creation of the Council, the Union may appoint up to two (2) Employees to the Council.
3. The Council will meet at least once each Academic Term through the duration of this Agreement. These meetings shall not constitute negotiations.
4. The purpose of the Council is to provide a forum for advisory feedback to the Division of Student Affairs on issues such as institutional mental health supports for students and external funding opportunities for mental health supports for students.
5. Neither party waives its position with respect to whether the subject matter of this Side Letter of Agreement is a permissive or mandatory subject of bargaining.

The Term of this Side Letter of Agreement shall commence on [insert the effective date of the Parties’ collective bargaining agreement] and shall end on June 30, 2028, and shall not continue beyond that date nor be renewed unless the Parties expressly mutually agree in writing to such continuation or renewal.

**For the Employer**



**Date:** 4/4/25

**For the Union**



**Date:** 4/4/25