

**NEGOTIATIONS BETWEEN EASTERN ILLINOIS UNIVERSITY AND THE
UNIVERSITY PROFESSIONALS OF ILLINOIS, LOCAL 4100, EASTERN ILLINOIS
CHAPTER**

April 29, 2026

EXTENSION AGREEMENT

This Agreement (“Extension Agreement”) is entered into by and between the Board of Trustees of Eastern Illinois University (“Employer”) and the University Professionals of Illinois, Local 4100, Eastern Illinois Chapter (“Union”) (collectively the “Parties”).

WHEREAS, the Employer and the Union are currently parties to a collective bargaining agreement effective through August 31, 2026 (“CBA”);

WHEREAS, the proper notice has been given for the negotiation of a successor collective bargaining agreement to the CBA;

WHEREAS, rather than open negotiations to modify any or all terms of the CBA, the Parties agreed to instead negotiate an extension of the current CBA; and

WHEREAS, the Parties have met and bargained in good faith over such an Extension;

NOW, THEREFORE, the Parties agree to the following terms of that extension.

1. All terms of the CBA, as well as all current Memoranda of Agreement and/or Understanding in effect as of the date of this Extension Agreement will continue in full force and effect for the period September 1, 2026 through August 31, 2028.
2. The terms of the Memorandum of Agreement on Generative Artificial Intelligence and the Memorandum of Agreement on Non-renewal of Unit B Bargaining Unit Members attached to this Extension Agreement shall be in effect for the same period as this Extension Agreement and shall be subject to the grievance procedure contained in the CBA.
3. Bargaining unit members’ compensation (Unit A and Unit B) will be adjusted as follows:
 - a. Salary Increases:
 - i. Effective Fiscal Year 2027 – 1.25% and any Employees whose raise will be below \$750/year shall receive \$750/year instead.
 - ii. Effective Fiscal Year 2028 – 1.5% and any Employees whose raise will be below \$900/year shall receive \$900/year instead. For every one percentage point increase in state appropriation to the University above 1% of FY 27 appropriation, salary increases will be adjusted by an additional 0.25% with corresponding adjustments to minimum raise as described by the table below:

Percent Appropriation in excess of FY27	Total Salary Adjustment	Minimum Raise
2%	1.75%	\$1050/year
3%	2%	\$1200/year
4%	2.25%	\$1350/year
5% and above	2.5%	\$1500/year

The total salary increase for FY28 shall not exceed 2.5% except in the minimum raise amount described in the table above.

- b. Minimum Salary Table Increase:
 - i. Effective Fiscal Year 2027 – 1.25%
 - ii. Effective Fiscal Year 2028 – 1.5% or based on State appropriations as described in 3.a.ii. above.
- c. Overload Rate per credit unit:
 - i. Effective Fiscal Year 2027 – \$1462
 - ii. Effective Fiscal Year 2028 – \$1480
- d. Achievement and Contribution Award
 - i. Effective Fiscal Year 2027 – \$134 per month
- e. Merit Increases
 - i. Academic Support Professionals – effective Fiscal Year 2027 – \$83
 - ii. Annually Contracted Faculty – effective Fiscal Year 2027 – \$83
- f. Performance Based Increases
 - i. Effective Fiscal Year 2027 – \$206 per month
- 4. Nothing in this Extension Agreement precludes the Parties from entering into additional Memoranda of Agreement and/or Understanding during its term.
- 5. This Extension Agreement shall be in effect from September 1, 2026 through August 31, 2028.

IN WITNESS WHEREOF, the Parties hereto by their authorized representative, have executed this Agreement on May 7, 2026

BOARD OF TRUSTEES
EASTERN ILLINOIS UNIVERSITY

UNIVERSITY PROFESSIONALS OF
ILLINOIS, LOCAL 4100/EASTERN
ILLINOIS CHAPTER



6/11/26

