

5. Revisions to the MOA: Revisions to this document become effective on the date both parties sign the revised agreement. The effective date(s) of revision will be clearly identified in the header of the document.
6. Time Cards: As per usual practice, members must submit accurate time cards.
7. Faculty Responsibilities:
 - a. Effective July 1, 2021, courses will be assigned in a manner consistent with the WIU/UPI Collective Bargaining Agreement.
 - b. Office hours will be maintained per the WIU/UPI Collective Bargaining Agreement.
 - c. As appropriate, bargaining unit members are encouraged to respect and honor student requests to be remote for office hours and/or other individualized activities.
 - d. For the purpose of simplifying contact tracing, faculty members must maintain seating charts and take attendance for all on-campus classes during the Fall 2021 and Spring 2022 semesters.

Faculty are expected to include in their course syllabi clear policies on how COVID

related/extended absences will be handled. Absence from class will be considered

The submission of course evaluations from summer session, intersession, and

tutored study courses shall remain consistent with Article 20.11.f of the WIU/UPI Collective Bargaining Agreement.

- f. Regardless of the evaluation modality used (online or in-person), if there is a return rate of less than 65%, this will be noted in the portfolio.

When student course evaluations were not conducted due to COVID-19 or

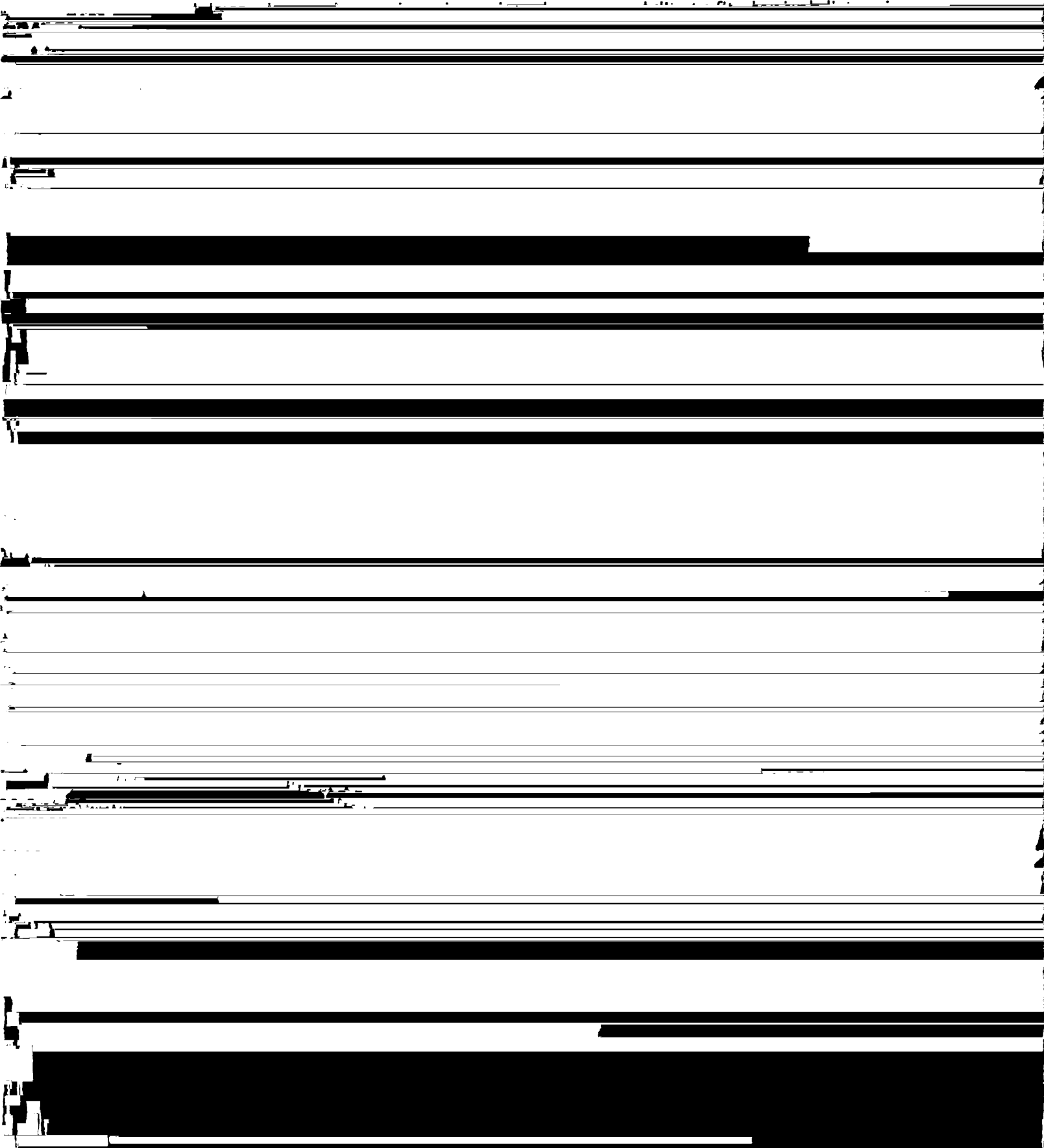
protections or were not required to be included in the submitted portfolio or materials, faculty will be held harmless for the lack of inclusion of those materials.

9. Virtual Conferences and Presentations:

For purposes of retention, promotion, tenure, and merit evaluations, the

presentation of a paper or other presentation at a virtual conference, per discretion

c. Where physical distancing standards during the period of this agreement require a



department criteria for Teaching/Primary Duties, Scholarly/Professional Activities,

13. COVID-19 Pause and Stop-the-Clock:

Faculty who have experienced challenges or difficulties in maintaining their scholarly or professional activities as a result of interruptions to their research and/or publication plans may request a one-year "COVID-19 pause" (equivalent to stop-the-clock) in their

during normal teaching hours and at least one hour before and after in each classroom.

- d. Said HEPA filters will be positioned to maximize effectiveness for the entire room;
- e. Standard HVAC systems will not be cycled; specialized systems will be operated on a

- f. The administration will meet with the UPI a minimum of once a semester to discuss air quality issues and concerns should the union request it.

17. Health and Safety Measures and Testing Protocols:

- a. The union agrees to encourage all members to be vaccinated and follow outlined mitigations.
- b. The union agrees to assist with member education.
- c. The union agrees to advocate/lobby at state and federal levels (jointly with university preferred) for additional infrastructure funds to improve university ventilation systems for both short- and long-term benefits.
- d. The university will continue to collaborate with the McDonough County and Rock Island Health Departments in providing support for contact tracing of university members and will continue to update its COVID-19 dashboard throughout the 2021-2022 academic year.
- e. The university will maintain a COVID-19 testing protocol to which all members of the bargaining unit are expected to comply.
- f. Mask use: The university will mandate mask use by all faculty, staff, students, and visitors in all shared, public, and semi-private indoor spaces in which the vaccination status of all occupants is not or cannot be known. This includes classrooms, labs, studios, recital halls, shared offices, waiting rooms, dining facilities, residence hall lounges, libraries, and other similar spaces. Additionally, all UPI must

3. Fully vaccinated individuals are encouraged to participate in said testing program at least once per week as a means of gauging the overall health of the campus.
4. Unvaccinated persons, and those individuals who did not disclose their vaccination status, will be required to participate in the COVID-19 testing program.
5. Unvaccinated individuals and individuals who did not disclose their vaccination status will be tested no less than once per week.

18. Enforcement of Health and Safety Measures and Protocols:

- a. Students who are non-compliant with health and safety measures or protocols (as

conduct procedures found in the Code of Student Conduct and following the general process outlined in disruptive student behavior procedures (<http://www.wiu.edu/policies/disrupst.php>).

- b. UPI bargaining unit members employees who are non-compliant with health and safety measures or protocols (as noted in #17 above) will be subject to disciplinary

- ii. Stage 2 – The university will temporarily move all instruction and academic functions to remote delivery (some exceptions may apply for introducing or other on-site activities) for up to 14 days and check

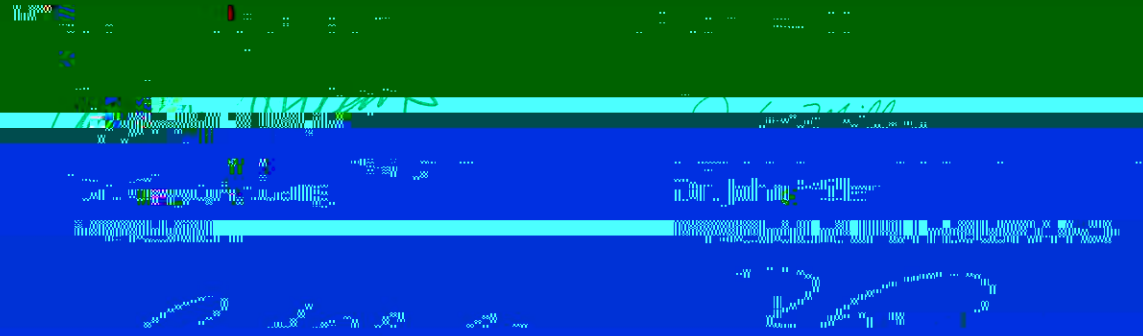
the relevant metrics again at the end of this period. Housing and dining will continue to operate, but with increased enforcement on

- iii. Stage 3 – The university will move all instruction and academic functions to remote delivery for the remainder of the semester.
- c. Independent of the above triggers, if at any time during this MOA the university believes the health and safety of the campus community would be best served by discontinuing on-campus classes, the union agrees to meet and discuss the university's remote work plan and implementation timeline

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Administrator/Chief Negotiator Chapter President/Chief Negotiator