

Memorandum of Agreement

This Memorandum of Agreement (“Agreement”) is made between the Board of Trustees of the University of Illinois (“University”) and the Graduate Employees’ Organization, Local 6300, IFT/AFT, AFL-CIO (“Union”) and shall sunset upon the expiration of the August 16, 2022, through August 15, 2026, agreement.

Pursuant to the attached Order of Certification issued by the Illinois Education Labor Relations Board in Case No. 2025-RS-0035-C (dated July 22, 2025), the terms of the Collective Bargaining Agreement shall apply to all persons employed by the University of Illinois, Urbana-Champaign, in the title of Research Assistant (RA) who are graduate students in good standing and either hold a total appointment between .25 FTE and .67 FTE or receive a tuition and fee waiver from an assistantship appointment, as amended herein.

- All CBA provisions applying to Teaching Assistants and Graduate Assistants shall apply to Research Assistants. It is understood that wherever “Teaching Assistants” or “TAs” and “Graduate Assistants” or “GAs,” or “graduate assistant appointments,” or other like variations thereupon are mentioned, “Research Assistants,” or “RAs,” or other like variations thereupon shall be added as a subsequent term, except as otherwise stated in this Agreement.
- Based upon the inclusion of the RAs, the University shall inform all RAs appointed in Fall 2025 of their inclusion in the GEO bargaining unit and their coverage under the collective bargaining agreement.
- The University shall arrange with the GEO mutually agreed upon locations, dates, and times by Fall break within the Fall 2025 semester employment, or later if agreeable to both parties, for the GEO to present at a campus-wide RA union orientations, including through the booking of a suitable and accessible University space for the Union to use. An additional Mass Mail will be sent to RAs, drafted in conjunction with the GEO, informing them of any campus-wide RA union orientations.
- The Illinois Educational Labor Relations Board’s Order of Certification dated July 22, 2025 in Case Number 2025-RS-0035-C shall be added as Appendix C.
- Article II, Section 2.1 shall be revised to the following:

Section 2.1. The University hereby recognizes the Graduate Employees’ Organization, IFT/AFT, AFL-CIO (“Union”) as the exclusive representative for wages, hours, terms and conditions of employment for all employees within the bargaining unit as certified by the Illinois Educational Labor Relations Board (IELRB) in Case No. 96-RC-0013-S and as modified in Case No. 2024-RS-0041-C and Case No. 2025-RS-0035-C (See Appendix A – “Stipulations” dated April 29, 2002, Appendix B - “Order of Certification” dated June 6, 2024, and Appendix C - “Order of Certification” dated July 22, 2025), as follows:

Included: assistants who are graduate students in good standing at the University’s Urbana-Champaign campus and who have appointments as either Research Assistants, Teaching Assistants (except for the initial semester when teaching is required by the departments listed below) or Graduate Assistants; and either hold a total appointment between .25 full-time equivalent (FTE) and .67 FTE, or who receive a tuition and fee waiver from an assistantship appointment. Only those hours/duties spent by a graduate employee in the satisfaction of their included (TA, RA, or GA) appointment will be included in the bargaining unit. All persons employed by the University of Illinois, Urbana-

Champaign, in the title of Pre-professional Graduate Assistant who are graduate students in good standing and either hold a total appointment between .25 FTE and .67 FTE or receive a tuition and fee waiver from an assistantship appointment.

Excluded: Teaching Assistants in the following departments will be excluded from the bargaining unit only for the first semester that they teach: Animal Biology; Biochemistry; Cell and Structural Biology; Chemistry; Germanic Languages & Literature; Microbiology; Plant Biology; and Psychology. Teaching Assistants, Research Assistants, Graduate Assistants, or Pre-professional Graduate Assistants who are supervisors, managerial employees, confidential employees, or short-term employees as defined by the Illinois Educational Labor Relations Act (IELRA) are excluded from the bargaining unit; and all other employees.

- Article IV – Appointment Terms Section D. 1 shall be amended to state the following:

All newly appointed and re-appointed TAs, RAs, PGAs and GAs shall be notified in writing of their appointment title, the major components of their assignments, wages amount, dates (duration) of service (including any mandatory or optional orientation sessions), the supervising official in the department, and the full time equivalency (FTE) of the appointment as soon as practicable, preferably at least thirty (30) days before the start of the Fall or Spring appointment. Such notification shall include a statement that the position is subject to a collective bargaining agreement between the Board of Trustees of the University of Illinois and the Graduate Employees Organization covering benefits and wages, hours, terms and conditions of employment which may be found at the following web address: <http://humanresources.illinois.edu/> or <http://www.uigeo.org/join>.

Additionally, information shall be provided regarding access work accommodations. A represented graduate assistant who does not receive a notice of appointment from the employing department within the timeframe set forth above may request an explanation from the Illinois Human Resources Labor and Employee Relations (LER) as to why the notice was delayed. Upon receiving such a request, LER will review the request to determine the underlying circumstances for the delay. If the underlying circumstances warrant a remedy, then the sole remedy for an assistant who does not receive a notice of appointment within the timeframe set forth above beginning in the Spring Semester 2019 and subsequent years of the contract, that assistant will receive a gross payment of one hundred dollars (\$100) during the appointment term, upon request by the graduate employee. Assistantship appointments that are not extended within the timeframe set forth above that are due to a change in course offerings and result in additional appointment being offered will not warrant remedy. Such eligibility for gross payment for RAs shall be at the discretion of the University for Academic Year 2025-2026; such decisions shall not be made arbitrarily or capriciously.

Additional information about tuition and fees applicable to all graduate students may be obtained from the following websites:

- a. Office of the Registrar: <http://www.registrar.illinois.edu/>
- b. Graduate College: <http://grad.illinois.edu/gradhandbook>

Because tuition and fee waivers may vary between units and programs, employing units are encouraged to explain their tuition and fee waiver policies as part of their websites and

make information available to incoming students. Assistants are encouraged to seek information regarding the tuition and fee waiver.

- Article V, Section A shall be revised to the following:

The campus and the units that appoint teaching, graduate, pre-professional graduate, and research assistants are jointly responsible for providing appropriate orientation and continuing training programs for the assistants they appoint. Appointing units are responsible for defining the requirements and duties of TAs and RAs specific to their disciplines and job duties for GAs and PGAs. TA duties vary widely across campus and within departments, ranging from classroom teaching and lab instruction to individual instruction and grading. GA duties primarily support administrative functions and range from clerical and technical duties to advising and outreach. PGA duties are to primarily gain experience, practice, or guidance that is significantly connected to their fields of study and career preparation. RA duties primarily involve applying and mastering research concepts, practices, or methods of scholarship by such means as conducting experiments, organizing or analyzing data, presenting findings in a publication or dissertation, collaborating with faculty in preparing publications, overseeing work of other RAs, and other research activities.

In the interest of promoting a sound and mutually beneficial relationship between the Union and the University, and in recognition of Public Act ("Act") 101-0620, Section 6. subsection (c-10)(1)(C), the University shall arrange with the GEO mutually agreed upon dates and times within the first two weeks of fall semester employment, or later if agreeable to both parties, to schedule a Union presentation that follows the conclusion of the Labor & Employee Relations (LER) sponsored campus-wide assistantship new hire orientations. At these campus-wide orientations and following the Union's presentation, the Union shall have the opportunity to address newly hired assistants and to arrange separate meetings on an individual basis, or in small groups, with newly hired assistants. Under the Act, the Union may meet individually with the newly hired assistant for up to one hour without loss of pay or leave time of the assistant. A Mass Mail will be sent to represented graduate employees, drafted in conjunction with the GEO, informing them of the orientation(s). The Union may also request to set up an information table at the location of any campus-wide assistantship orientation programs offered by the Center for Teaching Excellence (CTE) and any campus-wide orientation offered for international graduate students by the Office of International Student and Scholar Services (ISSS). Such requests shall not be unreasonably denied.

- Article V, Section D shall be revised to the following:

D. GA, PGA, and RA training

The units that appoint graduate assistants, pre-professional graduate assistants, and research assistants are responsible for providing appropriate training related to their assistantship duties. Campus-wide GA, PGA, and RA trainings shall include information related to healthcare, childcare, and disability accommodations.

- The following shall be added as a new Article VI, Section F and subsequent sections shall be correspondingly relabeled:

F. Supervisors of an RA are encouraged to informally discuss an RA's performance with the RA on an ongoing basis throughout the appointment period. The supervisor may

provide a formal evaluation for the RA's personnel file in the department, in which case a copy must be provided to the assistant and so noted on the evaluation.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands on this the
19th day of September, 2025.

GRADUATE EMPLOYEES'
ORGANIZATION

Aaran Kovil 9/5/2025
Date

Brooke Kadel 9/5/2025
Date

Grace Jarman 09/05/2025
Date

Rohit M. A 09/05/2025
Date

[Signature] 09/05/2025
Date

Arthur Scipione 09/05/2025
Date

[Signature] 9/5/2025
Date

THE BOARD OF TRUSTEES OF
UNIVERSITY OF ILLINOIS

BY: Paul N. Ellinger 09/19/2025

Paul Ellinger
Vice President, Chief Financial Officer and
Comptroller Date

APPROVED:

Jami Painter 09/17/2025
Date

Jami Painter
Senior Associate Vice President and Chief Human
Resource Officer

Thomas Riley 09/16/2025

Thomas H. Riley, Jr. Date
Executive Director of Labor and Special Counsel

Shari Mickey-Boggs 09/21/2025
Date
Senior Associate Chancellor for Human Resources

Robb B. Craddock 9/5/2025
Date
Robb B. Craddock
Chief Negotiator

APPROVED AS TO LEGAL FORM:

Yulee Kim 9/17/2025
Date
Office of University Counsel