Memorandum of Agreement

Issue: Retraction of Tendered Offer Letters, Fall 2026

In full, final, and complete resolution of the dispute between the parties regarding the retraction of wages offered to graduate assistants for Fall 2026, the parties agree to the following resolution without either party waiving its position regarding the merits of the dispute.

A. The University,
    1. agrees to reissue offers of appointment to all assistants whose previously offered Fall 2026 wages were reduced, at the highest wage previously offered to each such assistant for Fall 2026;
    2. agrees that, until a successor collective bargaining agreement is ratified, the wage rates established pursuant to Paragraph A.1 shall not be reduced for affected assistants who are reappointed within a unit, whether into the same or a different represented assistantship in that same unit, accounting for assistants' placement on any uniform wage table based on academic progress applied by the unit;
    3. to the original start date of each affected assistant's Fall 2026 appointment, that the original start dates of such appointments shall be restored and maintained, and that all corresponding backpay shall be paid no later than the November 2026 monthly pay day;
B. The Union,
    1. agrees that it shall not file any grievance or unfair labor practice charge, or initiate any other proceeding, arising from the retraction of the Fall 2026 wage offers that are the subject of this Agreement;
    2. agrees that any wage increase received by an assistant pursuant to this Agreement for the applicable appointment period shall be credited against, and offset by, any wage increase(s) negotiated for that same period under the successor collective bargaining agreement. Specifically:
        i. to the extent that an assistant's prior increase equals or exceeds the negotiated wage increase(s), no additional wage adjustment shall be required;
        ii. to the extent that an assistant's prior increase is less than the negotiated wage increase(s), the assistant shall receive only the difference between the prior increase and the negotiated wage increase(s).
    3. agrees to communicate the final and satisfactory resolution of this dispute to its members.
C. The parties,
    1. agree that the wage adjustments provided by this Agreement are made pursuant to this negotiated settlement and with tile Union’s express consent;

2. not constitute an admission by either party that any conduct giving rise to the dispute resolved by this Agreement violated the collective bargaining agreement, the IELRA, or any other law;
3. agree that this Agreement is nonprecedential and without prejudice to either party's position in any other dispute, and shall not be cited or relied upon in any subsequent grievance, arbitration, unfair labor practice proceeding, or other legal or administrative proceeding, except for the enforcement of its terms.

GRADUATE EMPLOYEES' ORGANIZATION

Matthew O'Brien 09/14/2026
Grievance Officer Date

Anthony Pinci 09/14/2026
Grievance Officer Date

Brooke Kadel 09/14/2026
Co-President Date

09/14/2026
Secretary Date

UNIVERSITY OF ILLINOIS

Paul N Ellinger 09/16/2026
Date

APPROVED:
Jami Painter 09/16/2026
Date

Thomas H. Riley, Jr 9/16/26
Date

9/15/26
Date

Robb B. Craddock 9/14/26
Date

APPOVED AS TO LEGAL FORM:

09/16/2026
Date