

2025 Contract Negotiations

Loyola University Chicago and Service Employees International Union Local 73

DATE: May 27, 2025

SEIU's Counter on Article XVII

(The Union reserves the right to withdraw, delete, add to or otherwise modify any proposal throughout the collective bargaining process)

XVII. PROFESSIONAL DEVELOPMENT

17.1 Professional Development Fund

The University has created a Professional Development Fund for (a) part-time Unionized Faculty members who have completed two semesters of teaching and (b) all full-time Unionized Faculty members. The Professional Development Fund shall be used to provide funding for such eligible Unionized Faculty members to support expenses associated with professional development, including but not limited to, conferences, technological equipment, workshops and seminars, including travel expenses and registration fees, which in each case contribute to the improvement of the Unionized Faculty member's teaching. The total amount payable from the Professional Development Fund in each fiscal year (July 1st to June 30th) during the term of this Agreement shall not exceed \$30,300 per fiscal year. Amounts in the Professional Development Fund shall not roll over from one fiscal year to the next.

17.2 Application and Approval Process

Eligible Unionized Faculty members may apply for consideration in writing for reimbursement from the Professional Development Fund for the reasonable costs associated with professional development activities as set forth in this Article XVII. Such requests must describe how the professional development activity will enhance the Unionized Faculty member's teaching and must be approved by the Dean of the College of Arts and Sciences or his/her designee, in his/her reasonable discretion, upon the recommendation of the Special Joint Committee on Professional Development. The Unionized Faculty member shall provide documentation of expenses upon request. The maximum reimbursement for an individual Unionized Faculty member shall be \$600 per fiscal year, except that if by March 1st of any year more than \$10,000 remains in the Professional Development Fund, eligible Unionized Faculty members may apply for a second time for such a reimbursement up to an additional \$600 per fiscal year. Priority consideration shall be given to those Unionized Faculty members applying for a first time reimbursement. The denial of a request for reimbursement under this Article shall not be subject to grievance or arbitration under this Agreement.

17.3 Offers of Additional Funding

Nothing in this Article shall prohibit a department from offering additional funding to a

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Unionized Faculty member for the purposes described in Section 17.1 above.