

UNION COUNTER ARTICLE SIDE LETTER REGARDING ONE-TIME SALARY INCREASE AND ONE-TIME SIGNING BONUS 7.8.2026

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

SIDE LETTER REGARDING ONE-TIME SALARY INCREASE AND ONE-TIME SIGNING BONUS

This letter confirms that Loyola University Chicago (the “University”) and Service Employees International Union, Local 73 (the “Union”) have mutually agreed as follows:

Upon the “Effective Date”, as defined in Article XXIV of the Collective Bargaining Agreement between the University and the Union that expires June 30, 2031 (“New Agreement”), each full-time Unionized Faculty member (other than Temporary Faculty), as defined in the Agreement, shall receive a one-time increase of 3.4% of their annual base salary as of the Fall 2025 Semester, to be applied to their current annual base salary. The Parties agree that this one-time increase will be applied to the Unionized Faculty member’s current annual base salary prior to the calculation and application of any minimum salary threshold requirements set forth in Section 23.1(A)(1) of the Agreement. In other words, the one-time salary increase shall first be added to the current annual base salary of the Unionized Faculty member, and only after such one-time increase, shall any adjustments necessary to meet the minimum salary threshold requirements in Section 23.1(A)(1) be calculated. To be eligible to receive the one-time salary increase, the Unionized Faculty member must be employed in a bargaining unit position at the time of the full execution of the New Agreement.

The parties further agree that, within sixty (60) calendar days following the full execution of the New Agreement, the University will pay the following: a one-time lump sum signing bonus of \$775 to each part-time Unionized Faculty member (as defined in the New Agreement) teaching four 3-credit hour courses or equivalent in the 2025-26 academic year; a one-time lump sum signing bonus of \$582 to each part-time Unionized Faculty member teaching three 3-credit hour courses or equivalent in the 2025-26 academic year; a one-time lump sum signing bonus of \$388 to each part-time Unionized Faculty member teaching two 3-credit hour courses or equivalent in the 2025-26 academic year; a one-time lump sum signing bonus of \$194 to each part-time Unionized Faculty member teaching one 3-credit hour course or equivalent in the 2025-26 academic year; and a one-time lump sum signing bonus of \$1,000.00 to each full-time Temporary Unionized Faculty member (as defined in the New Agreement). The parties agree that each part-time Unionized Faculty member’s workload shall be determined in accordance with Article XX (Workload) in the New Agreement. To be eligible to receive the signing bonus, the Unionized Faculty member must be employed in a bargaining unit position (i.e., be included in the bargaining unit for the Spring 2026 Semester), both at the time of the full execution of the New Agreement and at the time of the payment of the signing bonus.

(A) Additionally, none of the payments made in accordance with this Side Letter are subject to the merit raise pool increase effective January 1, 2026.

This Side Letter is limited to the specific one-time salary increase and one-time signing bonus described above and does not establish any precedent or past practice for future negotiations unless expressly agreed to in writing by both parties.

Dated as of INSERT ____, 2026.

LOYOLA UNIVERSITY CHICAGO

By: _____
Mark C. Reed
President

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 73**

By: _____

Its: _____