

# MEMORANDUM OF AGREEMENT (MOA)

## Article 13.4: Availability of Agreement

Article 13.4 of the 2023-2026 WIU/UPI Agreement states "The University agrees to provide each

employee upon hiring." However, due to continued increases in the cost of publishing paper documents

and both parties desire to continually reduce the University's environmental footprint, UPI and the University agree to limit the number of paper copies of the Agreement to one-hundred and provide bargaining unit members with electronic access to a searchable version of the Agreement. Hardcopy distribution of the Agreement will include: members of the Board of Trustees, the University President,