

AGREEMENT

By and Between

THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

and

LOCAL #1000
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
WORKERS
AFL-CIO

Effective August 30, 2015 through August 29, 2018

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A G R E E M E N T

by and between

**THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS**

and

**LOCAL #1000 OF THE INTERNATIONAL ASSOCIATION
OF MACHINISTS AND AEROSPACE WORKERS**

Effective from August 30, 2015 through August 29, 2018.

Agreement made and entered into by and between The Board of Trustees of the University of Illinois, a public corporation (hereinafter referred to as EMPLOYER), and Local 1000 of the International Association of Machinists and Aerospace Workers (hereinafter referred to as UNION), in behalf of certain nonacademic employees of the Employer identified in ARTICLE III hereof.

ARTICLE I AUTHORIZATION AND PURPOSE

Section 1. Authorization.

This Agreement is authorized by the Illinois Statutes creating the State Universities Civil Service System (110 ILCS 70/36d) and the Illinois Educational Labor Relations Act (115 ILCS 5/1 et. seq.).

Section 2. Purpose.

It is the intent and purpose of this Agreement to promote sound and mutually beneficial relationships between the Employer and the Union. The Employer and the Union are committed to the uninterrupted effective performance of the teaching, research and public service function of the University.

ARTICLE II LIMITATIONS

Section 1. Limitations.

- (a) This Agreement is subject to: 1) applicable Federal and State laws as they may be amended from time to time; 2) rules and regulations of the State Universities Civil Service System of Illinois as they may be amended from time to time; 3) rules and regulations of the State Universities Retirement System as they may be amended from time to time; 4) the statutes and rules promulgated by The Board of Trustees of the University as they exist on the effective date of this Agreement; 5) provisions of Policy and Rules as they exist on the effective date of this Agreement, or as amended, each of which is incorporated herein by reference.
- (b) In the event of conflict among any of the foregoing and any provisions of this Agreement, the former shall prevail, except where a deviation from the same is set out in express terms herein.

ARTICLE III NEGOTIATIONS AND EXCLUSIVE RECOGNITION

Section 1. Classes Represented.

The Employer recognizes the Union as the exclusive representative for a single negotiation unit consisting of employees in the following classes as defined or established by the State Universities Civil Service System of Illinois and employed by the Employer at Urbana-Champaign:

Group A

Tool Room Attendant

Group B

Senior Tool Room Attendant

Group C

Machinist

Locksmith

Machinist - Welder

Group D

Tool Room Supervisor

Tool and Instrument Mechanic

Senior Machinist - Welder

Locksmith Sub-Foreman

Trainee

Locksmith/Machinist

This exclusive representation is for the purposes of determining appropriate ranges of compensation or rates of compensation and other conditions of employment to be recommended to the State Universities Civil Service System of Illinois.

Section 2. New Classes and Recognition.

The Employer agrees that if any new Civil Service class designations should be established for the same work presently being performed by those classes identified in Section 1 of this ARTICLE, said new classes will be treated as part of the single negotiation unit recognized by this Agreement.

Section 3. Equal Opportunity.

There will be no discrimination by either the Union or the Employer with respect to any applicant or candidate for employment or employee because of race, creed, color, national origin, religion, marital status, sex, age, disability order of protection status, civil union status, genetic information, sexual orientation, gender identity or status as a disabled Veteran or Veteran.

Section 4. Employer Rights.

The Union recognizes the rights of the Employer to manage its operations and to plan, direct and control the policies and conditions of employment of its employees insofar as such policies are not inconsistent with the express provisions of this Agreement. The Employer recognizes the interests of the Union in any changes which materially affect the working conditions of those represented by the Union, and will keep the Union informed as to such changes.

Section 5. Protected Activity.

Each employee may make his/her own personal decision with respect to the Union or other employee organization membership, without intimidation or coercion. There will be no discrimination against any employee because of Union membership or because the employee is acting as a representative of the Union or its members or other nonacademic employees pursuant to the provisions of this Agreement or of Policy and Rules.

Section 6. Union Activity.

The Union and its members will not solicit membership or carry on Union activity on University premises with employees of the Employer during working hours. A Union Steward with permission of proper authorities may leave his/her assigned work to investigate a grievance or to present matters according to Policy and Rules.

Section 7. Notification of Recognition.

The Employer will notify all new personnel hired to work in the classes covered by this Agreement that the Union is the authorized negotiating representative for employees described in this ARTICLE III.

Section 8. Personnel Excluded from Recognition.

The parties agree that tool room supervisors and locksmith foremen may perform duties not only normally associated with their respective job classifications but also those normally associated with lesser classifications in their respective promotional lines. The locksmith foreman classification is specifically not recognized as a classification covered by the bargaining unit represented in this collective agreement.

**ARTICLE IV
WAGES**

Section 1. Method of Establishment of Wages.

Wages specified herein have been established in negotiations by and between the Parties. The Employer shall provide notification of these wages to the State Universities Civil Service System of Illinois.

Section 2. Effective Date of Wages and Calculation of Rates.

Wages established in this Agreement shall become and remain effective as specified in Appendix "A", attached hereto and a part hereof, except as otherwise provided herein.

Section 3. Wage Increases.

Commencing each contract year thereafter of this Agreement, bargaining unit employees shall receive an across-the-board increase to their salaries that is equivalent to the campus wage program announced by the Provost (or other appropriate administrator for the Urbana campus) for civil service employees (civil service pay adjustment increment) for the corresponding academic year. The Union reserves the right to request to reopen the contract for the purposes of discussing wages only during the last year of the contract. To request such a wage reopener, the Union must notify the Labor and Employee Relations section of the University's Staff Human Resources Department in writing of its intent to reopen the contract within twenty-one (21) calendar days of being advised by the University of the civil service pay adjustment increase announced by the Provost as part of the campus wage program for that year.

Section 4 Negotiated Increases.

Notwithstanding anything contained herein, increases in the wage and salary benefits awarded and agreed to through this Collective Agreement shall apply only to and be given only to employees of The Board of Trustees of the University of Illinois as of the date of signing of this Agreement and those employees hired thereafter.

Section 5. Wages (Overtime).

- a) Bargaining unit employees shall be compensated at one and one-half (1 ½) times their regular hourly rate of pay for the first two (2) hours that they are required to work beyond a regularly scheduled eight (8) hour workday occurring Monday through Friday of any given work week. Such employees also shall be compensated at one and one-half (1 ½) times their regular hourly rate of pay for the first eight (8) hours that they are required to work on any given Saturday. All authorized overtime worked in excess of the times set forth within this provision, including overtime work performed on any given Sunday, shall be compensated at two (2) times the employee's regular hourly rate. All overtime must be authorized in advance by the employee's supervisor. If overtime is worked pursuant to a call-back from the University, the amount of compensation paid to the employee shall be determined in accordance with the call-back provisions of this Agreement.
- b) The Employer may require employees covered herein to work overtime. The Employer will make known to employees expected to do overtime work the probability of its becoming necessary as far in advance thereof as practicable, except in unforeseen cases or emergency which the Employer alone may define.
- c) Overtime shall be divided as equally as possible among eligible employees within their respective classifications for overtime work. An employee who does not volunteer is not relieved from his obligation to work overtime if the operation requires, but non-voluntary overtime will be assigned on a basis of inverse seniority.
- d) Employees required to work four (4) or more hours of overtime will receive a one-half (1/2) hour paid meal period.

Section 6. Wages (Call-back).

- (a) Call-back is defined as an official assignment of work which does not continuously precede or follow an employee's regularly scheduled shift. Approved time not worked for the employee's convenience does not break the continuance of the shift referred to in the preceding sentence.
- (b) Employees who report back upon the Employer's premises at the time specified in the call-back, with no work being offered, shall be paid two (2) hours pay at two times (2X) their regular hourly rate.. If the employee called back actually reports upon the Employer's premises at the time specified in the call-back, and performs the work assigned by the

Employer, he/she shall receive a minimum of two (2) hours pay at two times (2X) their regular hourly rate for all hours worked.

ARTICLE V BENEFITS

Section 1. Policy

- (a) Employee benefits (e.g., Leaves of Absence, Retirement Disability, Sick Leave, Holidays, Vacation and Personal Leave, Retirement, and Inter-institutional Reciprocity) will be as set forth in Policy and Rules. Benefits under the control of the Employer will not be diminished during the life of this Agreement, and improvements in such benefits will be made applicable to employees covered by this Agreement on the same date that such improvements are made applicable to other employees of the Employer.
- (b) Information relative to insurance coverage and rules of eligibility for employees (i.e. Health, Life or Dental) is available at the University Benefits Office at 505 E. Green Street in Champaign, Illinois.
- (c) The department has the right to schedule vacations in accordance with the needs of the service at such times as may be required by those needs. An employee's preference as to time of vacation will be considered, but the Employer reserves the right to assign vacation periods.

Section 2. Parking

Throughout the term of this Agreement, bargaining unit employees who elect to purchase parking passes for daytime parking will be required to pay the same parking rates, as amended from time to time, that are offered to other University employees as part of the University's general parking fee rate structure. Part-time employees who elect to purchase parking passes will continue to be charged the corresponding full-time rate. The University will offer parking on shuttle lots (if applicable) and night-time parking to bargaining unit employees under the same terms as it is offered to other University employees.

Section 3. Family and Medical Leave

Bargaining unit employees will be offered family and medical leave in accordance with and pursuant to the terms of the federal Family and Medical Leave Act (FMLA). As set forth within that statute, eligible employees, as defined by the FMLA, will be granted up to twelve (12) workweeks of unpaid leave during a designated 12-month period. Throughout that leave, the employee's group health benefits will be maintained under the same terms as if the employee had continued working. At the end of the leave, the employee will be restored to the same or an equivalent position with equivalent pay, benefits and other terms of conditions of employment, and will be eligible to receive any enhancements in salary, benefits or other terms to the extent

that the employee would have been eligible if the employee had continued working. The FMLA also provides certain military family leave entitlements as well. Eligible employees may use FMLA leave for specified reasons related to certain military deployments of their family members and may take up to twenty-six (26) weeks of FMLA leave in a single 12-month period to care for a covered servicemember with a serious injury or illness.

ARTICLE VI WORKING RULES AND CONDITIONS

Section 1. Shift, Work Day, and Work Week.

- (a) The shift shall consist of eight (8) hours of work plus a half hour (1/2) unpaid lunch period.
- (b) The work day is a fixed and regularly recurring period of twenty-four (24) consecutive hours and begins at 12:01 a.m. each calendar day.
- (c) The work week is a fixed and regularly recurring period of one hundred sixty-eight (168) hours - seven (7) consecutive twenty-four (24) hour periods - and begins at 12:01 a.m. Sunday. The full time work schedule in the work week shall consist of one (1) eight (8) hour shift during each of five (5) consecutive days and shall not exceed forty (40) hours of work.

The parties agree to explore the feasibility of establishing summer hours via a pilot program in the event both parties determine a summer schedule is feasible.

ARTICLE VII SENIORITY

Section 1. Service and Seniority.

Service and seniority are governed by rules and regulations of the State Universities Civil Service System of Illinois and by the provisions of Policy and Rules.

Section 2. Rosters.

The Employer will provide copies of rosters to the Union by class and lesser units, if any, showing each employee's seniority and relative position in such rosters when these are prepared for use of and distribution to its employing departments.

ARTICLE VIII GRIEVANCE PROCEDURE

Section 1. General Provisions.

- (a) Definition - A grievance is defined as a complaint by an employee or the Union which alleges a violation of a section or sections of this Collective Bargaining Agreement.
- (b) Grievances will be processed as set forth in the following sections of this ARTICLE. This includes employee grievances filed under the provisions of 115 ILCS 5/2(b) of the Illinois Educational Labor Relations Act.
- (c) All grievances are controlled by the provisions of paragraph "b" of this Section 1, except that grievances relative to Position Classification, Discharge and Demotion are controlled by the provisions of State Universities Civil Service System - Statute and Rules.

Section 2. Time Limits to File.

A grievance must be filed with the Employer within thirty (30) calendar days following the date the grievance is alleged to have occurred or within thirty (30) calendar days after the employee should reasonably have known of the occurrence leading to the grievance. An earnest effort shall be made by both parties to settle grievances promptly at the earliest step, in accordance with the following procedure.

Section 3. Procedure.

- (a) The employee or employees involved shall discuss the grievance with the immediate supervisor. The Union Steward may attend this grievance meeting.
- (b) If no agreement is reached in the above grievance meeting, the grievance shall be reduced to writing and submitted to the Director of the Department within seven (7) calendar days from the date of the grievance meeting with the immediate supervisor.
- (c) The Director of the Department or his/her designee shall study the grievance and respond in writing within seven (7) calendar days. This response from the Director or his/her designee will be the final position of the Director of the Department.
- (d) If the grievant or the Union wishes to appeal from the decision of the Director of the Department, it shall do so in writing within seven (7) calendar days after the Department Director's decision is received or due. The appeal shall be directed to the Campus Chancellor, or his/her designee.
- (e) The Campus Chancellor, or his/her designee, shall fully investigate the grievance, including conducting a hearing if so requested by the Union or grievant. The Campus Chancellor, or his/her designee, shall issue the Campus Decision on the grievance, in

writing, within seven (7) calendar days after receipt of the appeal if no hearing is conducted, or within fourteen (14) calendar days from the close of any hearing which is conducted by the Campus Chancellor, or his/her designee.

- (f) If the grievant or the Union wishes to appeal from the decision of the Campus Chancellor, or his/her designee, it shall request mandatory arbitration in writing, within seven (7) calendar days after the Campus Decision is received or due. The written request shall be directed to the Director of Labor and Employee Relations – Staff Human Resources.
- (g) The foregoing time limits may be extended by mutual agreement. Either party may invite a member of the Labor and Employee Relations Section of Staff Human Resources to participate in any meetings held in accordance with this Section.

Section 4. Arbitration.

- (a) When the Director of Labor and Employee Relations – Staff Human Resources receives a written request for Arbitration then a joint request executed by the Employer and the Union will be submitted to the Federal Mediation and Conciliation Service. This joint request will be for a panel of seven (7) arbitrators. The Arbitrator will be selected from this panel within fifteen (15) calendar days. The Employer and the Union shall alternately strike six (6) of the seven (7) names provided that each party retains the right to reject one (1) panel in its entirety prior to the first strike. The remaining name shall serve as Arbitrator.
- (b) If the Arbitrator is unavailable or declines to serve, the foregoing procedure shall be repeated.
- (c) Cost of Arbitration, including the fee of the Arbitrator, shall be equally divided between the Employer and the Union, except that each party will be responsible for expenses incurred for presentation of its own case. Costs incurred for the services of a court reporter and production of a transcript will also be equally divided between the Employer and the Union; however, refusal by either party to share these costs shall prohibit that party from obtaining any transcript of the Arbitration Hearing.
- (d) The Arbitrator shall have no authority to add to, delete from, or modify the terms of this Agreement. The decision of the Arbitrator shall be final and binding upon the Employer, the Union and the employee.
- (e) Grievances relative to Discharge, Demotion, Position Classification and Discrimination are not subject to Arbitration.

(This Article represents a deviation from Policy and Rules.)

**ARTICLE IX
NO STRIKE OR LOCKOUT**

Section 1. No Strike.

During the term of this Agreement there shall be no strikes, work stoppages or slow downs, or any other form of concerted job action. No officer or representative of the Union shall authorize, institute, instigate, aid or condone any such activities.

Section 2. No Lockout.

No lockout of employees shall be instituted by the Employer or their representatives during the term of this Agreement.

**ARTICLE X
HEALTH AND SAFETY**

Section 1. Health and Safety.

The Employer agrees to make adequate provisions for safety and health of employees covered by this Agreement during the hours of their employment.

Employees may be required to perform work on hazardous, toxic, or acid fans or related equipment requiring the use of protective clothing, respirators, half or full face protective masks or air packs as determined by the Department of Environmental Health and Safety or the Operations and Maintenance Safety Officer. When employees are required to perform such work they shall be paid a premium rate of fifty cents (50¢) per hour over the existing rate for their particular classification.

**ARTICLE XI
JURISDICTIONAL DISPUTES**

Section 1. Jurisdictional Disputes.

Jurisdictional disputes shall be settled by the Unions involved and the Employer shall not change existing work assignments unless and until the dispute is settled. The Employer reserves the right of final decision as to work assignments, and such decision will be based not only on Union Agreements as above mentioned, but also on local past practice covering the work in question.

ARTICLE XII
PERFORMANCE PARTNERSHIP PROGRAM

Section 1. Performance Partnership Program

The parties agree that the previous disciplinary program utilized by the University which included oral warnings, written reprimands, unpaid suspensions, and discharge is terminated and that for the term of this agreement the parties are committed to the performance management program referred to as the Performance Partnership Program (PPP). This program is intended to be both positive and corrective in nature. It is intended to recognize good performance through Positive Contacts and Positive Recognition letters. It is also intended to correct/eliminate employee deficiencies through both informal non-disciplinary supervisory discussion (Constructive Contact and Performance Improvement Discussion), and through formal progressive corrective steps where appropriate. These progressive steps include:

Formal Corrective Action

- a. Work Performance Reminder
- b. Written Reminder
- c. Decision Making Leave

Discharge

The University reserves the right to skip any and all informal and formal steps due to seriousness of infraction or due to pattern of infractions. Any infraction that occurs while an employee is in an active period of the Decision Making Leave step may result in discharge. Formal Corrective Action will be issued according to the tenets of the Performance Partnership Program and for just cause. Formal Corrective Action will be issued as soon as practicable after the University became aware that a bargaining unit member or members engaged in an offense giving rise to Formal Corrective Action, but in no event (except extension) more than thirty (30) days after the action or event occurred.

The University may request an extension of the thirty (30) day time limit and the Union shall not unreasonably deny the request.

The thirty-day clock will stop upon layoff and start again when the employee returns to work after the regular layoff period.

Absence of an employee for five (5) consecutive workdays without reporting to the Employer, or person designated by the Employer to receive such notification, may be cause for discharge in the absence of exigent circumstances that prevented them or someone acting on their behalf from being able to contact supervision at any point during that time period. For such absences, the following process will be followed:

1. Following the fifth consecutive workday of an absence by an employee without reporting, the Employer shall send notification of their absence to the employee and the Union.
2. Upon receipt of the notification, the employee shall have ten (10) workdays to respond.
3. If no response from the employee is received within the ten (10) workday timeframe, the employee will be considered to have resigned upon their last day of work. However, the University shall allow the employee to be reinstated to their former position if the employee can demonstrate that the employee was unable to provide proper notification of his/her absence to the University due to circumstances beyond his/her control.

Section 2. PPP Guidelines and Materials

PPP guidelines are set forth in the University's PPP Supervisor's Manual as it may be amended from time to time. The University shall provide copies to the Union of their guidelines and other materials which are provided to the management for the purpose of proper implementation of the PPP.

Section 3. Manner of Issuing Corrective Action

Corrective Action will be issued in a private manner so as not to cause unnecessary embarrassment to the employee.

Section 4. Pre-disciplinary Meeting and Notification

When the University is contemplating formal corrective action, a pre-disciplinary meeting will be held. The University will provide at least seventy-two (72) hours written notice to the employee prior to said meeting, except in cases of emergency, which the University alone may define. Said notice shall contain date, time and location of meeting, specific reason, and apprise the employee of his/her right to representation at all times during the disciplinary process. The employee and his/her representative shall be given the opportunity to rebut the reasons for the contemplated discipline. If the employee does not request Union representation, a Union representative shall nevertheless be entitled to be present as a non-active participant at any and all such meetings.

Section 5. Notification of Corrective Action

In the event a Performance Improvement Discussion transpires or disciplinary action is taken against an employee, the University shall promptly furnish the Union through its designated representative (unless requested not to do so in writing), and the employee with written notice of such corrective action and the reasons therefore.

Section 6. Historical Information

All formal and informal actions will remain as part of the employee's work history. Formal corrective actions will deactivate according to the specified times outlined below provided the employee has had no other formal corrective action during any of the active time

periods. If an employee receives other formal corrective action during an active time period, all formal corrective actions will not deactivate until such time that all formal corrective action time periods have been completed. If a disciplinary action (including discharge) is challenged, management reserves the right to present an employee's entire work history as a means to illustrate the efforts management has undertaken to correct the employee deficiencies, including, but not limited to, all supervisor discussions and all formal corrective actions, regardless of activation status. Deactivated formal corrective actions will not be used to progress the current discipline, including discharge. However, if an employee establishes a pattern (more than three) of infractions, deactivated formal corrective actions may be used to progress the current discipline. Supervisor discussions do not deactivate and will remain a part of an employee's work history.

- a. Work Performance Reminder – Six (6) months; provided no other formal corrective action during this time period
- b. Written Reminder – Twelve (12) months; provided no other formal corrective action during this time period
- c. Decision Making Leave – Twenty-four (24) months; provided no other formal corrective action during this time period

Section 7. Right to Appeal

The Union reserves the right to appeal any formal corrective action, including discharge, via the grievance procedure, up to and including binding arbitration. The employee reserves the right to rebut, in writing, any Performance Improvement Discussion. Any Performance Improvement Discussion rebuttal shall be made a part of the employee's unit file and a copy shall be sent to the campus PPP coordinator.

ARTICLE XIII DUES DEDUCTION AND FAIR SHARE

Section 1. Dues Deduction.

Upon receipt of a written and signed authorization card from an employee, the Employer shall deduct the amount of Union dues and initiation fee, if any, and any increase authorized therein, and shall remit such deductions monthly to the Secretary-Treasurer of the Union at the address designated by the Union in accordance with the laws of the State of Illinois. The Union shall advise the Employer of any increases in dues, in writing, at least thirty (30) calendar days prior to its effective date.

Section 2. Fair Share.

Pursuant to 115 ILCS 5/11 of the Illinois Educational Labor Relations Act, the Parties agree that as of the date of the signing hereof, if a majority of the members of the bargaining unit recognized hereby have authorized a deduction under Section 1 of this ARTICLE, or if the Union otherwise demonstrates and verifies to the Employer's satisfaction in a manner acceptable to the Employer that such majority of the members of said unit are dues paying members of the Union at the time, nonunion members employed in status or non-status positions in the unit, who choose not to become members within thirty (30) calendar days of the signing hereof, shall be required to pay a Fair Share Fee not to exceed the amount of dues uniformly required of members. Such Fair Share Fee shall be deducted from the employee's paycheck and shall be forwarded to the Union along with the deductions provided for in Section 1 of this ARTICLE.

Section 3.

The Employer and the Union are both cognizant of the provisions of the Illinois Educational Labor Relations Act and Rules promulgated by the I.E.L.R.B. which deal with Fair Share Fees. The Act and these Rules are incorporated in this Agreement by reference and the Employer and the Union agree to comply with and abide by all provisions of the Act and said Fair Share Rules.

Section 4.

In the event that any employee covered hereby is precluded from making a Fair Share contribution as required by Section 2 hereof on account of bona fide religious tenets or teachings of a church or religious body of which that employee is a member, that employee shall have the right to refuse to allow said deduction, provided however, that said right to refuse shall continue only so long as the employee makes contributions at least equal in amount to the Fair Share Fee amount to a nonreligious charitable organization mutually agreed upon by the employee so refusing and the Union. For this purpose the Union shall certify to the Employer the names of all employees covered hereby who are relieved of the obligation to pay a Fair Share Fee by virtue of this Section; and it shall be the sole obligation of the Union to verify that contributions contemplated hereby have actually been made and that said employees are not subject to a Fair Share Fee deduction.

Section 5.

The Union shall defend and hold the University harmless and shall provide counsel at the Union's expense to represent the University against any claim, demand, suit, or liability arising from any action taken by the University in complying with this ARTICLE or in reliance on written direction forwarded to the University pursuant to this ARTICLE.

Section 6.

Nothing contained herein shall require the Employer to take any action to collect any Fair Share Fee from any employee in any given pay period except to the extent that such employee earns wages from the Employer in that period.

Section 7.

If the IELRB Rules referenced above in Section 3 of this Article should lapse or become inoperative for any reason, then the Parties agree that this Article likewise shall become inoperative and the Parties shall commence without delay to negotiate a new Fair Share Article, if allowable by law.

**ARTICLE XIV
PERIOD COVERED, STATUS DURING NEGOTIATIONS, AND
COMMENCEMENT OF NEGOTIATIONS**

Section 1. Period Covered.

This Agreement shall become effective at the start of the first shift beginning after 12:01 a.m., August 30, 2015 and shall remain in full force and effect through the completion of the last shift beginning prior to 12:00 midnight, August 29, 2018. This Agreement shall automatically be renewed thereafter from year to year unless either party notifies the other in writing at least ninety (90) prior to its expiration date of a desire to modify or terminate it, in which event negotiations will be undertaken without undue delay.

Section 2. Status During Negotiations.


Once the notice called for in Section 1 above has been given, this Agreement shall remain in full force and effect indefinitely throughout the negotiations until a new Agreement has been entered into; provided, however, that either party may after the expiration date of the Agreement terminate the same by giving at least ten (10) days written notice of its intention to so terminate.

Section 3. Commencement of Negotiations.

The party giving notice of a desire to modify the Agreement as provided for in Section 1 above shall commence negotiations by submitting a detailed list of the modifications or changes desired. The party receiving said notice may propose additional changes in the Agreement.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands
on this the 28th day of October, 2015.

LOCAL 1000, INTERNATIONAL
ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS



Ronald L. Stanley
Directing Business Representative

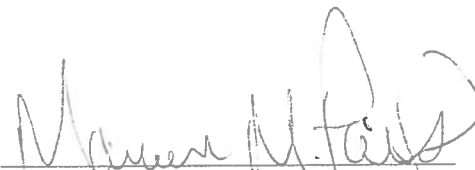


Chad Corati

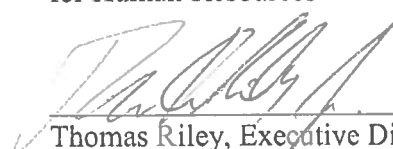
THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

BY:  10/28/15

Walter K. Knorr, Comptroller Date

APPROVED: 

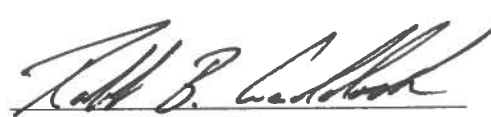
Maureen M. Parks, Associate Vice President
for Human Resources



Thomas Riley, Executive Director – Labor and
Employee Relations



Elyne G. Cole, Associate Provost for Human
Resources



Todd B. Goodson
Chief Negotiator

APPROVED AS TO LEGAL FORM:

C. 924

Office of University Counsel

APPENDIX "A"

**TO THE SUPPLEMENTAL WAGE AGREEMENT BY AND BETWEEN THE BOARD
OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS AND LOCAL #1000 OF THE
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS**

<u>Classification</u>	<u>Effective Date</u>
Group A	<u>8-29-15</u>
Tool Room Attendant	\$21.83
Group B	
Senior Tool Room Attendant	25.60
Group C	
Machinist	28.84
Machinist-Welder	28.84
Locksmith	28.84
Group D	
Tool Room Supervisor	32.63
Tool & Instrument Mechanic	32.63
Senior Machinist – Welder	32.63
Locksmith Sub-foreman	32.63
Trainee – Locksmith/Machinist	
1 st 6 months (70%)	20.19
2 nd 6 months (73%)	21.06
3 rd 6 months (76%)	21.92
4 th 6 months (79%)	22.80
5 th 6 months (82%)	23.66
6 th 6 months (85%)	24.52
7 th 6 months (88%)	25.38
8 th 6 months (91%)	26.26
Journeyman	28.84

