

## MEMORANDUM OF UNDERSTANDING

The purpose of this memorandum is to outline the agreement between the American Federation of State, County and Municipal Employees Union (AFSCME), Local 3700 and the University of Illinois at Urbana-Champaign (UIUC) regarding the addition of employees that work under the classifications Child Care Assistant, Child Development Associate, and Child Care Supervisor to the AFSCME Local 3700 bargaining unit.

WHEREAS, UIUC employees working under the classifications of Child Care Assistant, Child Development Associate, and Child Care Supervisor requested a card check with the Illinois Educational Labor Relations Board and voted for AFSCME as their executive representative regarding wages, hours, terms and conditions of employment.

WHEREAS, AFSCME and UIUC representatives conducted and concluded bargaining over wages, hours, terms and conditions of employment for the UIUC employees working under the classifications of Child Care Assistant, Child Development Associate, and Child Care Supervisor.

It is agreed that:

1. Wages. All bargaining unit members employed, as of the date of final execution of this MOU, in the classifications of Child Care Assistant, Child Development Associate, and Child Development Supervisor will receive an across the board increase of 26.1 cents per hour retroactive to January 5, 2009.

Effective upon final execution, the starting rate for these three classifications will be the lowest rate currently paid on the UIUC campus for each classification on the date of the new hire. See attachment one.

2. Anniversary Step Increase. All bargaining unit members employed, as of the date of final execution of this MOU, in the classifications of Child Care Assistant, Child Development Associate, and Child Care Supervisor will now have a common anniversary date of March 15, 2009 and will receive a two (2) percent anniversary step increase retroactive to March 15, 2009. On March 15, 2010, all employees that were moved to the March 15, 2009 common anniversary date (except as noted below), will receive a two (2) percent increase in their respective base wage. Employees hired after final execution of this MOU will retain their start date (first day worked in the classification) as the date of any anniversary increase for the term of the current AFSCME 3700 master collective bargaining agreement (expires August 20, 2010). Deborah Hedrick, Child Care Assistant at University Housing, is not eligible for any anniversary step increases for the term of the AFSCME 3700 master collective bargaining agreement (expires August 20, 2010). See attachment one.

3. Classes Represented. The classifications of Child Care Assistant, Child Development Associate, and Child Care Supervisor will be added to the classes represented by AFSCME Local 3700.

4. General Provisions. All “general” provisions of the Collective Bargaining Agreement between AFSCME Local 3700 and the University of Illinois at Urbana-Champaign will apply to these employees effective upon final

execution of this Memorandum of Understanding. This precludes placement in the AFSCME 3700 master anniversary step plan.

5. Past Practices. All past practices not in accordance with University Policy and Rules, this Memorandum of Understanding or the general provision of the Collective Bargaining Agreement between AFSCME Local 3700 and UIUC are null and void.
6. Lump Sum Signing Bonus. All bargaining unit members employed, as of the date of final execution of this MOU, in the classifications of Child Care Assistant, Child Development Associate, and Child Development Supervisor will receive a one time, three hundred dollar (\$ 300.00) lump sum signing bonus less appropriate deductions, within 30 days of the final execution of this agreement.

(Signature Page immediately following)

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands  
on this 19<sup>th</sup> day of August, 2009.

LOCAL NO. 3700 OF THE AMERICAN  
FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES

THE BOARD OF TRUSTEES  
OF THE UNIVERSITY OF  
ILLINOIS

Donna K. Miller  
President

BY: Ulrich  
Comptroller

ATTEST: Michelle M. Thompson  
Secretary

Nancy M. Parks  
Assistant Vice President for  
Human Resources

Elyse B. Cole  
Associate Provost for  
Human Resources

[Signature]  
Chief Negotiator

APPROVED AS TO LEGAL FORM:

[Signature]  
Legal Counsel