

**APPENDIX "A" TO THE
 AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES
 OF THE UNIVERSITY OF ILLINOIS AND LOCAL NO. 698
 OF THE AMERICAN FEDERATION OF STATE, COUNTY
 AND MUNICIPAL EMPLOYEES, AFL-CIO**

GROUP A - LABORATORY MECHANICS

<u>Classification</u>	<u>Hourly Rate Eff. 8/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Laboratory Mechanic and Ceramic Engineering Technician	26.05	26.70	27.37
Senior Laboratory Mechanic and Senior Ceramic Engineering Technician	29.94	30.69	31.46
Instrument Maker	33.76	34.60	35.47
Junior Foundry Molder	26.26	26.92	27.59
Senior Foundry Molder	30.16	30.91	31.68

Laboratory Mechanic (Trainee)

Rates for the Laboratory Mechanic Trainee shall be based on the following percentages of the Laboratory Mechanic rate:

<u>Months of Service</u>	<u>Percentage of Rate</u>
1st 6 months	75.0%
2nd 6 months	80.0%
3rd 6 months	85.0%
4th 6 months	87.5%
5th 6 months	90.0%
6th 6 months	92.5%
7th 6 months	95.0%

GROUP B - AGRICULTURE GROUP

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
<u>Level I</u>				
Laboratory Animal Caretaker	0 - 12 months	14.73	15.10	15.48
	Over 12 months	16.85	17.27	17.70

GROUP B – AGRICULTURE GROUP (cont'd)

<u>Classification</u> <u>Level II</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Laboratory Animal Care Technician I	0 – 12 months Over 12 months	15.12 18.85	15.50 19.32	15.89 19.80
Agricultural Gardener Fieldworker	0 – 12 months Over 12 months	15.12 18.85	15.50 19.32	15.89 19.80
Herder Poultry Worker Dairy and Food Plant Attendant Cold Storage Operator Farmer				

Level III

Laboratory Animal Care Technician II	0 – 12 months Over 12 months	17.44 20.53	17.88 21.04	18.33 21.57
Agricultural Gardener Foreman	0 – 12 months Over 12 months	17.44 20.53	17.88 21.04	18.33 21.57
Farm Foreman Herder Foreman Poultry Worker Foreman				

Level IV

Supervising Farm Foreman	0-12 months Over 12 months	18.20 21.56	18.66 22.10	19.13 22.65
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Group C - Stores

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Storekeeper I	0 – 15 months Over 15 months	15.54 17.14	15.93 17.57	16.33 18.01
Storekeeper II	0 – 15 months Over 15 months	17.37 18.39	17.80 18.85	18.25 19.32
Storekeeper III	0 – 15 months Over 15 months	19.10 20.67	19.58 21.19	20.07 21.72

GROUP D – LABORER ELECTRICIAN

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Laborer Electrician	0 – 12 months	15.02	15.40	15.79
	Over 12 months	18.32	18.78	19.25

GROUP E – HISTOLOGISTS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Histology Technician I	0 – 12 months	13.21	13.54	13.88
	Over 12 months	14.05	14.40	14.76
Histology Technician II	0 – 12 months	15.85	16.25	16.66
	Over 12 months	16.65	17.07	17.50
Histology Technologist	0 – 12 months	17.13	17.56	18.00
	Over 12 months	18.55	19.01	19.49

GROUP F – ALLERTON PARK

<u>Classification</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Greenhouse Gardener I	15.58	15.97	16.37
Park Attendant	18.90	19.37	19.85
Maintenance Worker	19.80	20.30	20.81
Subforeman, Park	19.80	20.30	20.81
Foreman, Park	20.14	20.64	21.16
Building Mechanic	13.19	13.52	13.86

The starting rate for Park Attendant and Maintenance Worker shall be fifteen cents (15¢) per hour less than the rate listed for that specific class. The starting rate shall apply for the first six (6) months of service.

GROUP G – NURSES – MEDICAL ASSISTANTS – MEDICAL TECHNOLOGIST

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Staff Nurse I	0 – 12 months	18.60	19.07	19.55
	13 – 24 months	19.70	20.19	20.69
	25 – 36 months	20.79	21.31	21.84
	37 – 48 months	21.85	22.40	22.96
	49 – 60 months	22.92	23.49	24.08
	Over 60 months	24.02	24.62	25.24
	Over 96 months of service time accrued at McKinley Health Center	25.10	25.73	26.37
Staff Nurse II	0 –12 months (4.4% over top SNI rate)	26.21	26.87	27.53
	Over 12 months (6.4% over top SNI rate)	26.71	27.38	28.06
Nursing Assistant	0 – 12 months	9.70	9.94	10.19
	13 –24 months	9.92	10.17	10.42
	25 –36 months	10.27	10.53	10.79
	37 – 48 months	10.57	10.83	11.10
	49 – 60 months	10.74	11.01	11.29
	Over 60 months			
	Over 120 months service time accrued at McKinley Health Center	11.01	11.29	11.57
Licensed Practical Nurse I		12.05	12.35	12.66
Licensed Practical Nurse II	0 – 24 months	15.34	15.72	16.11
	Over 24 months	17.21	17.64	18.08

<u>Classification</u>	<u>Step Number</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Medical Assistant	One*	14.29	14.65	15.02
	Two*	15.02	15.40	15.79
	Three**	15.74	16.13	16.53
	Four	16.51	16.92	17.34

*12 months required to progress to next step

**24 additional months required to progress from step three to step four

GROUP G – NURSES – MEDICAL ASSISTANTS – MEDICAL TECHNOLOGISTS (cont'd)

<u>Classification</u>	<u>Step Number</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Medical Technologist	One*	17.23	17.66	18.10
	Two*	18.44	18.90	19.37
	Three*	19.64	20.13	20.63
	Four*	20.86	21.38	21.91
	Five*	22.05	22.60	23.17
	Six*	23.25	23.83	24.43
	Seven	24.45	25.06	25.69

*12 mos. Required to progress to next step.

Education and/or prior non-employer experience, if determined by the Employer as relevant, may be used, at the discretion of the Employer, to establish the longevity step at which new employees in the classes listed above are to be hired. Starting salaries shall not be less than the starting rates shown in this Appendix and may not be greater than the 49-60 months rate specified above. Such relevant education/experience shall for pay purposes, count as service time in the lower steps when an employee is hired at a rate above the starting rate in the longevity schedule. The employee shall advance thereafter to the next higher step on his/her next anniversary date which completes the time on the step in which he/she started.

In making education and prior experience evaluations, the Employer shall equate a Registered Nurse not holding a bachelors degree, but having three (3) years of relevant education/training and one (1) year of relevant experience, with a Registered Nurse holding a bachelor's degree from an accredited institution of higher learning, having no experience.

GROUP H – LIBRARY TECHNICAL ASSISTANT AND LIBRARY TECHNICAL SPECIALIST

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Library Specialist	0 -- 4 years	16.05	16.45	16.86
	Over 4 years	18.16	18.61	19.08
Senior Library Specialist		20.05	20.55	21.06

GROUP I – COMPUTER OPERATORS AND COMPUTER SYSTEM OPERATION SPECIALIST

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Digital Computer Operator I	0 – 15 months	12.74	13.06	13.39
	Over 15 months	14.58	14.95	15.32
Digital Computer Operator II	0 – 24 months	14.90	15.27	15.65
	Over 24 months	17.51	17.95	18.40
Digital Computer Operator III	0 – 24 months	18.42	18.88	19.35
	Over 24 months	21.04	21.57	22.11
Computer System Operations Specialist I	0 – 24 months	15.46	15.85	16.25
	Over 24 months	17.33	17.76	18.20
Computer System Operations Specialist II	0 – 24 months	22.41	22.97	23.54
	Over 24 months	24.06	24.66	25.28

GROUP J – TECHNICAL AND LABORATORY ASSISTANTS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Natural Science Technical Assistant	0 – 12 months	21.84	22.39	22.95
	Over 12 months	23.44	24.03	24.63
Natural Science Lab Assistant. I	0 – 12 months	15.20	15.58	15.97
	Over 12 months	17.32	17.75	18.19
Natural Science Lab Assistant. II	0 – 12 months	16.90	17.32	17.75
	Over 12 months	18.57	19.03	19.51
Natural Science Lab Assistant. III	0 – 12 months	18.55	19.01	19.49
	Over 12 months	20.89	21.41	21.95

GROUP L – DIXON SPRINGS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
<u>Group A</u>				
Farm Laborer	0 – 12 months	14.92	15.29	15.67
	Over 12 months	16.88	17.30	17.73
Farmer	0 – 12 months	15.76	16.15	16.55
Fieldworker	Over 12 months	17.74	18.18	18.63
Herder				
Agricultural Gardener				
Building Mechanic	0 – 12 months	16.52	16.93	17.35
Farm Mechanic	Over 12 months	18.31	18.77	19.24
Automotive Mechanic	0 – 12 months	18.09	18.54	19.00
	Over 12 months	19.01	19.49	19.98
Crop Testing Technician	0 – 12 months	18.02	18.47	18.93
	Over 12 months	18.91	19.38	19.86
<u>Group B</u>				
Foreman	0 – 12 months	17.66	18.10	18.55
Agricultural Gardener	Over 12 months	19.32	19.80	20.30
Farm				
Farm Mechanic				
Building Mechanic				
Herder				
<u>Group C</u>				
Garage Foreman	0 – 12 months	19.32	19.80	20.30
	Over 12 months	20.28	20.79	21.31

GROUP M – TELEPHONE OPERATORS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Telephone Operator	0 – 24 months	11.44	11.73	12.02
	Over 24 months	14.03	14.38	14.74

GROUP N – DUPLICATING MACHINE OPERATORS AND OFFSET PRESS TECHNICIANS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Duplicating Machine Operator I	0 – 12 months	12.18	12.48	12.79
	Over 12 months	14.92	15.29	15.67
Duplicating Machine Operator II	0 – 12 months	14.00	14.35	14.71
	Over 12 months	17.61	18.05	18.50
Duplicating Machine Operator III	0 – 12 months	15.12	15.50	15.89
	Over 12 months	19.29	19.77	20.26
Offset Press Technician	0 – 12 months	15.12	15.50	15.89
	Over 12 months	19.29	19.77	20.26

GROUP O – OPERATIONS SUPPORT SERVICE SPECIALISTS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate</u> <u>Eff. 08/28/05</u>	<u>Hourly Rate</u> <u>Eff. 10/08/06</u>	<u>Hourly Rate</u> <u>Eff. 12/2/07</u>
Operations Support Service Specialist I	0 – 4 years	14.46	14.82	15.19
	Over 4 years	18.20	18.66	19.13
Operations Support Service Specialist II	0 – 4 years	15.44	15.83	16.23
	Over 4 years	19.45	19.94	20.44
	<u>Personal Rate</u> Trudy Fristoe	21.87	22.42	
Operations Support Service Specialist III	0 – 4 years	16.42	16.83	17.25
	Over 4 years	21.01	21.54	22.08

GROUP P – CROP TESTING TECHNICIANS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Crop Testing Technician	0 – 12 months	19.14	19.62	20.11
	Over 12 months	20.09	20.59	21.10
Crop Testing Specialist	0 – 12 months	20.97	21.49	22.03
	Over 12 months	22.01	22.56	23.12

GROUP Q - GARAGE ATTENDANTS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Automotive Technician Assistant	0 – 12 months	14.27	14.63	15.00
	Over 12 months	17.57	18.01	18.46
Automotive Parts Manager		18.70	19.17	19.65

GROUP R – AIRCRAFT MECHANIC AND CRASH RESCUE SECURITY SPECIALIST

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Master Aircraft & Aircraft Engine Mechanic	0-6 months	18.92	19.39	19.87
	Over 6 months	22.01	22.56	23.12
Senior Aircraft Maintenance Mechanic		18.81	19.28	19.76
Aircraft Maintenance Mechanic Helper		12.11	12.41	12.72

Specialist I, Crash Rescue Security

Hourly rate for employees hired in classification after 8-26-84

0 – 6 mos.	12.71	13.03	13.36
Over 6 mos.	15.01	15.39	15.77

Personal rate for employee hired in classification prior to 8-26-84

Raymond Clark	15.06	15.44	
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Specialist II, Crash Rescue Security

	16.20	16.61	17.03
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GROUP S – LOCKER ROOM ATTENDANTS AND INTERCOLLEGIATE ATHLETIC EQUIPMENT SPECIALISTS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Locker Room Attendant (employed after 9/1/71)	0 – 12 months	15.20	15.58	15.97
Intercollegiate Athletic Equipment Specialist	Over 12 months	17.32	17.75	18.19
Locker Room Attendant (employed prior to 9/1/71)		20.18	20.68	21.20

GROUP T – NURSE PRACTITIONERS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Nurse Practitioner	0 – 24 months	31.01	31.79	32.58
	25 – 48 months	31.85	32.65	33.47
	Over 48 months	32.73	33.55	34.39

GROUP U – THEATRICAL STITCHERS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Theatrical Stitcher <u>Personal Rate</u>				
Carol Pruett		12.82	13.14	13.47
Nancy Coddington		12.82	13.14	13.47
Linda Follmer		11.42	11.71	12.00

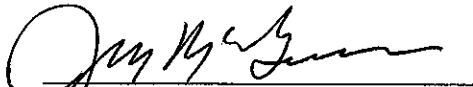
GROUP V – MEDICAL RADIOGRAPHERS

<u>Classification</u>	<u>Length of Service</u>	<u>Hourly Rate Eff. 08/28/05</u>	<u>Hourly Rate Eff. 10/08/06</u>	<u>Hourly Rate Eff. 12/2/07</u>
Medical Radiographer II <u>Personal Rate</u>				
Mary Hopkins		19.64	20.13	20.63

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands

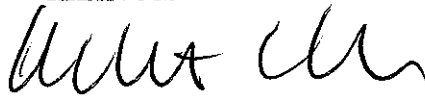
on this 30th day of OCTOBER, 2007.

LOCAL NO. 698 OF THE AMERICAN
FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES




President

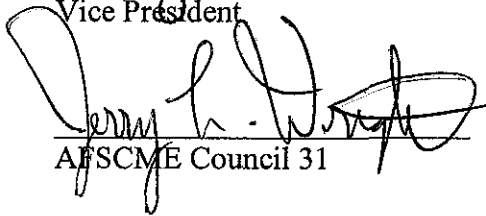
THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF
ILLINOIS

BY: 


Comptroller



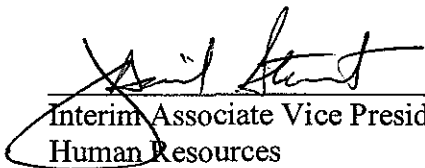
Vice President



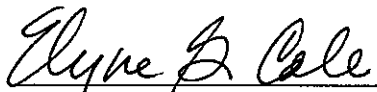
AFSCME Council 31

ATTEST: 

Secretary *10/20/07*



Interim Associate Vice President for
Human Resources



Associate Provost for Human Resources



Chief Negotiator

APPROVED AS TO LEGAL FORM:



For Legal Counsel (date)