

SUPPLEMENTAL WAGE AGREEMENT  
TO THE  
AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES OF THE  
UNIVERSITY OF ILLINOIS AND AFSCME LOCAL 698

The Board of Trustees of the University of Illinois and AFSCME Local 698, entered into a Labor Agreement effective August 31, 2014 through August 26, 2017.

Article VII, Section 3 of the parties' Agreement provides, in relevant part, "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."

As a result of the reopener, the parties agreed to the following: "All employees in the bargaining unit shall receive an across-the-board increase equal to the campus salary program announced for all employees of the university for FY 2017.

The parties agree to form a joint committee within ninety (90) days following execution of this agreement to study wages in classifications performing similar duties. The committee will present their findings to the University and the Union prior to the start of negotiations for the successor agreement, or June 30, 2017, whichever is sooner."


On December 22, 2016, the University of Illinois announced a two percent (2%) mid-year salary program for civil service employees effective February 26, 2017.

The parties agree the hourly wage rates, effective February 26, 2017, shall be as specified in Appendix "A" to this Supplemental Wage Agreement.

AFSCME LOCAL 698

THE UNIVERSITY OF ILLINOIS

  
David Brice 2/8/17

  
T. M. B. Caldwell  
2/10/17

**APPENDIX A  
LOCAL 698 WAGE RATES**

**GROUP A - ENGINEERING TECHNICIANS, LABORATORY MECHANICS**

Classification	Hourly Rate Eff. 2/26/17
Ceramic Engineering Technician	\$31.51
Instrument Maker	\$40.84
Laboratory Mechanic	\$31.51
Senior Ceramic Engineering Technician	\$36.22
Senior Laboratory Mechanic	\$36.22

	Months of Service	Percentage of Rate
Laboratory Mechanic (Trainee)*	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%

*\*Rates for the Laboratory Mechanic Trainee shall be based on the above percentages of the Laboratory Mechanic rate.*

**GROUP B – AGRICULTURE EMPLOYEES, LABORATORY ANIMAL CARE EMPLOYEES**

Classification	Length of Service	Hourly Rate Eff. 2/26/17
<b>Level I</b>		
Laboratory Animal Caretaker	0 – 12 months	\$17.83
	Over 12 months	\$20.38
<b>Level II</b>		
Agricultural Gardener	0 – 12 months	\$18.30
	Over 12 months	\$22.80
Assistant Agricultural Research Technician	0 – 12 months	\$18.30
	Over 12 months	\$22.80
Dairy and Food Plant Attendant	0 – 12 months	\$18.30
	Over 12 months	\$22.80
Laboratory Animal Care Technician	0 – 12 months	\$18.30
	Over 12 months	\$22.80
<b>Level III</b>		
Agricultural Gardener Foreman	0 – 12 months	\$21.09
	Over 12 months	\$24.83
Associate Agricultural Research Technician	0 – 12 months	\$21.09
	Over 12 months	\$24.83
Laboratory Animal Care Specialist	0 – 12 months	\$21.09

	Over 12 months	\$24.83
Level IV		
Senior Agricultural Research Technician	0-12 months	\$22.02
	Over 12 months	\$26.07
<b>GROUP C - STOREKEEPERS</b>		
Classification	Length of Service	Hourly Rate Eff. 2/26/17
Storekeeper I	0 – 15 months	\$18.79
	Over 15 months	\$20.74
Storekeeper II	0 – 15 months	\$21.00
	Over 15 months	\$22.24
Storekeeper III	0 – 15 months	\$23.10
	Over 15 months	\$25.01
<b>GROUP D – LABORER ELECTRICIANS, MAIL EMPLOYEES, MULTIMEDIA EMPLOYEES, SAFETY OFFICERS</b>		
Classification	Length of Service	Hourly Rate Eff. 2/26/17
Laborer Electrician	0 – 12 months	\$18.18
	Over 12 months	\$22.16
Mailing Equipment Operator/Expeditors III	Entry rate	\$16.91
	Over 2 years	\$17.25
	Over 4 years	\$17.60
	Over 6 years	\$17.78
Multimedia Communications Associate	Entry rate	\$14.27
	Over 2 years	\$14.56
	Over 4 years	\$14.85
	Over 6 years	\$14.99
Multimedia Operator	Entry rate	\$12.20
	Over 2 years	\$12.44
	Over 4 years	\$12.69
	Over 6 years	\$12.82
Multimedia Technician	Entry rate	\$15.69
	Over 2 years	\$15.99
	Over 4 years	\$16.32
	Over 6 years	\$16.65
Safety Officer II	Entry rate	\$21.52
	Over 2 years	\$21.96
	Over 4 years	\$22.40
	Over 6 years	\$22.85
<b>GROUP E – HISTOLOGISTS</b>		
Classification	Length of Service	Hourly Rate Eff. 2/26/17
Histology Technician I	0 – 12 months	\$15.98
	Over 12 months	\$17.00

Histology Technician II	0 – 12 months	\$19.18
	Over 12 months	\$20.15
Histology Technologist	0 – 12 months	\$23.64
	Over 12 months	\$25.79

**GROUP F – ALLERTON PARK EMPLOYEES**

Classification	Hourly Rate Eff. 2/26/17
Building Mechanic	\$15.95
Greenhouse Gardener I	\$18.85
Maintenance Worker*	\$23.95
Park Attendant*	\$22.85
Park Supervisor	\$24.36

*\*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 – MCKINLEY HEALTH CENTER EMPLOYEES**

Classification	Length of Service	Hourly Rate Eff. 2/26/17
Central Sterile Supply Technician	Start Rate	\$17.29
	1 year	\$18.18
	2 years	\$19.04
	4 years	\$19.96
Licensed Practical Nurse I		\$16.91
Licensed Practical Nurse II	Start Rate	\$19.28
	2 years	\$21.17
Medical Assistant	Start Rate	\$17.29
	1 year	\$18.18
	2 years	\$19.04
	4 years	\$19.96
Medical Laboratory Technician II	Entry rate	\$14.27
	Over 2 years	\$14.56
	Over 4 years	\$14.85
	Over 6 years	\$14.99
Medical Technologist I	Start Rate	\$20.83
	1 years	\$22.30
	2 years	\$23.76
	3 years	\$25.22
	4 years	\$26.67
	5 years	\$28.12
Nursing Assistant	Start Rate	\$11.73
	1 year	\$12.01
	2 years	\$12.42

	3 years	\$12.79
	4 years	\$12.99
	5 years	\$13.26
	10 years	\$13.31
Staff Nurse I	Start Rate	\$24.11
	1 year	\$25.35
	2 years	\$26.54
	3 years	\$27.83
	4 years	\$29.13
	5 years	\$30.45
	8 years	\$31.77
Staff Nurse II	Start Rate	\$32.88
	1 year	\$33.51

Education and/or prior non-University experience, if determined by the University as relevant, may be used, at the discretion of the University, 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 4-5 year 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 University 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.

Staff Nurse Is hereinafter will progress to the next rate on their anniversary date only after they have been in that classification for the requisite number of years.

**GROUP H – LIBRARY EMPLOYEES**

Classification	Hourly Rate Eff. 2/26/17	
Library Operations Associate	Group A	\$25.09
	Group B	\$25.56
	Group C	\$27.02
	Group D	\$29.27
	Group E	\$31.96
	Group F	\$36.04
Library Specialist	0 – 4 years	\$19.40
	Over 4 years	\$21.97
Senior Library Specialist	0 – 4 years	\$24.25
	Over 4 years *	\$24.49

**GROUP I – COMPUTER EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Computer System Operations Specialist I	0 – 24 months	\$18.71
	Over 24 months	\$20.95
Computer System Operations Specialist II	0 – 24 months	\$27.09
	Over 24 months	\$29.10
Digital Computer Operator I	0 – 15 months	\$15.41
	Over 15 months	\$17.64
Digital Computer Operator II	0 – 24 months	\$18.01
	Over 24 months	\$21.19
Digital Computer Operator III	0 – 24 months	\$22.27
	Over 24 months	\$25.45
Microcomputer Support Specialist I	Entry rate	\$17.74
	Over 2 years	\$18.09
	Over 4 years	\$18.46
	Over 6 years	\$18.83

**GROUP J – NATURAL SCIENCE EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Natural Science Lab Assistant I	0 – 12 months	\$18.38
	Over 12 months	\$20.94
Natural Science Lab Assistant II	0 – 12 months	\$20.43
	Over 12 months	\$22.45
Natural Science Lab Assistant III	0 – 12 months	\$22.43
	Over 12 months	\$25.27
Natural Science Technical Assistant	0 – 12 months	\$26.42
	Over 12 months	\$28.36

**GROUP L – DIXON SPRINGS EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
<i>Group A</i>		
Agricultural Gardener	0 – 12 months	\$19.06
	Over 12 months	\$21.44
Assistant Agricultural Research Technician	0 – 12 months	\$19.06
	Over 12 months	\$21.44
Automotive Technician	0 – 12 months	\$21.88
	Over 12 months	\$23.00
Building Mechanic	0 – 12 months	\$19.97
	Over 12 months	\$22.15
Crops Testing Technician	0 – 12 months	\$21.79
	Over 12 months	\$22.87

Farm Mechanic	0 – 12 months	\$19.97
	Over 12 months	\$22.15
Forest Custodian		\$21.44
Maintenance Equipment Operator		\$22.15
<i>Group B</i>		
Agricultural Gardener Foreman	0 – 12 months	\$21.36
	Over 12 months	\$23.37
Associate Agricultural Research Technician	0 – 12 months	\$21.36
	Over 12 months	\$23.37
Building Mechanic Foreman	0 – 12 months	\$21.36
	Over 12 months	\$23.37
Farm Mechanic Foreman	0 – 12 months	\$21.36
	Over 12 months	\$23.37
<i>Group C</i>		
Garage Foreman	0 – 12 months	\$23.37
	Over 12 months	\$24.54
Senior Agricultural Research Technician		\$24.54

**GROUP M – COMMUNICATION EMPLOYEES**

Classification	Length of Service	Hourly Rate Eff. 2/26/17
Communication Network Specialist II	Entry rate	\$23.70
	Over 2 years	\$24.17
	Over 4 years	\$24.66
	Over 6 years	\$25.15
Communication Services Specialist I	Entry rate	\$17.74
	Over 2 years	\$18.09
	Over 4 years	\$18.46
	Over 6 years	\$18.83
Telephone Operator I	0 – 24 months	\$13.83
	Over 24 months	\$16.96

**GROUP N – DUPLICATING MACHINE OPERATORS, OFFSET PRESS TECHNICIANS**

Classification	Length of Service	Hourly Rate Eff. 2/26/17
Duplicating Machine Operator I	0 – 12 months	\$14.72
	Over 12 months	\$18.04
Duplicating Machine Operator II	0 – 12 months	\$16.92
	Over 12 months	\$21.31
Duplicating Machine Operator III	0 – 12 months	\$18.30
	Over 12 months	\$23.33
Offset Press Technician	0 – 12 months	\$18.30
	Over 12 months	\$23.33

**GROUP O – OPERATIONS SUPPORT SERVICE SPECIALISTS**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Operations Support Service Specialist I	0 – 4 years	\$17.49
	Over 4 years	\$22.02
Operations Support Service Specialist II	0 – 4 years	\$18.69
	Over 4 years	\$23.53
Operations Support Service Specialist III	0 – 4 years	\$19.87
	Over 4 years	\$25.42

**GROUP P – CROPS TESTING EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Crops Testing Specialist	0 – 12 months	\$25.37
	Over 12 months	\$26.62
Crops Testing Technician	0 – 12 months	\$23.14
	Over 12 months	\$24.29

**GROUP Q - AUTOMOTIVE EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Automotive Parts Manager		\$23.64
Automotive Technician Assistant	0 – 12 months	\$17.27
	Over 12 months	\$21.25

**GROUP R – AIRCRAFT MECHANICS, CRASH RESCUE AND SECURITY EMPLOYEES**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Aircraft Maintenance Mechanic Helper		\$14.64
Crash Rescue and Security Coordinator		\$20.20
Crash Rescue and Security Specialist*	0 – 6 months	\$16.66
	Over 6 months	\$18.80
Master Aircraft and Aircraft Engine Mechanic	0-6 months	\$22.88
	Over 6 months	\$26.62
Senior Aircraft Maintenance Mechanic		\$22.75

\*Hourly rate for employees hired into classification after 8-26-84.



**GROUP S – INTERCOLLEGIATE ATHLETIC EQUIPMENT SPECIALISTS, LOCKER ROOM ATTENDANTS**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Intercollegiate Athletic Equipment Specialist	0 – 12 months	\$18.38
	Over 12 months	\$20.94
Locker Room Attendant <i>(employed after 9/1/71)</i>	0 – 12 months	\$18.38
	Over 12 months	\$20.94

**GROUP T – NURSE PRACTITIONERS, PHYSICIAN'S ASSISTANTS**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Nurse Practitioner	0 – 24 months	\$38.71
	25 – 48 months	\$39.73
	Over 48 months	\$40.75
Physician's Assistant in Medicine	0 – 24 months	\$38.71
	25 – 48 months	\$39.73
	Over 48 months	\$40.75

**GROUP U – THEATRICAL STITCHERS**

Classification	Hourly Rate
	Eff. 2/26/17
Theatrical Stitcher	\$13.96

**GROUP V – MEDICAL RADIOGRAPHERS**

Classification	Length of Service	Hourly Rate
		Eff. 2/26/17
Medical Radiographer Technologist II		\$23.76
Magnetic Resonance Imaging Technologist Medical Radiography Specialist	Entry rate	\$19.03
	Over 2 years	\$19.40
	Over 4 years	\$19.79
	Over 6 years	\$20.19

**GROUP W – VETERINARY TECHNICIANS**

Classification	Minimum Hourly Rate
	Eff. 2/26/17
Veterinary Assistant	\$11.13
Veterinary Technician	\$15.96
Veterinary Technician I	\$17.74
Veterinary Technician II	\$19.54
Veterinary Technician III	\$21.49