

SUPPLEMENTAL WAGE AGREEMENT
TO THE
AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS AND LOCAL 399 OF THE INTERNATIONAL UNION OF
OPERATING ENGINEERS

The Board of Trustees of the University of Illinois and Local 399 of the International Union of Operating Engineers, entered into a Labor Agreement effective July 1, 2015 through June 30, 2019.

Article IV, Section 3 of the parties' Agreement provides, in relevant part, "For each year of this Agreement, it is hereby agreed by both parties to this Agreement that wages will be adjusted on July 1 by the percentage increase announced by the University of Illinois Urbana-Champaign campus according to the General Salary Policy for Civil Service Employees or by the percentage appropriated by the State of Illinois Legislature for general wage increases for University civil service employees, whichever is greater. This percentage increase will be implemented to all classifications represented in this Agreement provided that all eligibility criteria or parameters for the increase amount are met."

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 on Appendix "A" to this Supplemental Wage Agreement.

LOCAL 399 OF THE
INTERNATIONAL UNION OF
OPERATING ENGINEERS

A handwritten signature in blue ink, appearing to read "Frank H. ...", is written over a horizontal line.

THE UNIVERSITY OF ILLINOIS

A handwritten signature in blue ink, appearing to read "Tom B. ...", is written over a horizontal line. To the right of the signature, the date "1/26/17" is written.

APPENDIX "A"

**WAGE AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF ILLINOIS AND LOCAL 399 OF THE INTERNATIONAL
UNION OF OPERATING ENGINEERS**

Steam and Power Plant IV

Steam and Power Plant IV Tier Levels	Rate	Minimum Requirements¹
S&PP IV – Tier II	\$40.76	2 years as S&PPIV-Tier I, plus successful completion of all S&PP IV training
S&PPIV – Tier I	\$36.06	Successful completion of all S&PP III training requirements or comparable requirements as approved by Management.

Steam and Power Plant III

Steam and Power Plant III Tier Levels	Rate	Minimum Requirements
S&PP III – Tier IV	\$35.98	2 years as S&PPII-Tier III, plus successful completion of all S&PP III-Tier III training
S&PP III – Tier III	\$32.31	1 year as S&PP III- Tier II, plus required S&PP III-Tier II training
S&PP III – Tier II	\$31.27	6 months as S&PPIII-Tier I, plus required S&PP III-Tier I training
S&PP III – Tier I	\$29.15	Successfully completed all S&PP I training requirements or comparable requirements as approved by Management.

Steam and Power Plant I*

Steam and Power Plant I Tier Levels	Rate	Minimum Requirements
Steam and Power Plant I – Tier II, with personal rates	\$29.15	Not applicable.
Steam and Power Plant I – Tier II	\$20.91	1 year as S&PP I-Tier I, plus successful completion of all S&PPI-Tier I training
Steam and Power Plant I – Tier I	\$16.73	Minimum requirements are established by the SUCSS class specification

¹ "Minimum requirements," as used in this wage appendix, describe the combination of years of service in a classification and the training requirements that an employee must complete in order to be eligible to move to the next tier within a classification and receive the higher wage. These are general guidelines, and the Employer may waive any requirement if it deems appropriate. The tiers within a classification are specific to Abbott Power Plant at the University of Illinois, and are not related in any way to class specifications as used by the State Universities Civil Service System.

***NOTES:**

1) The rates for S&PP I, Tiers I and II, apply to newly hired employees only; any current employees who are transitioned into either of those classifications will keep their July 1, 2012 wage rate. These will be “personal rates” that will apply for as long as these current employees remain in the classification into which they transitioned. Newly hired S&PP I employees at either tier will be eligible to receive the campus salary program or other negotiated increases. However, at its sole discretion, management may determine that current employees in the S&PP I classification who are being paid personal rates will be not be eligible for the campus salary program or other future increases for as long as the current employee’s personal rate remains higher than the negotiated rate.

2) Employees formerly classified as Auxiliary Operators who transition to Steam and Power Plant I, Tier II, will retain the 60-cents (\$.60) shift differential for all shift hours worked (where “shift hours” is as defined in Article IV, Section 9) until they promote to the Steam and Power Plant III (any tier).

Power Plant Mechanic Supervisor

Power Plant Mechanic Supervisor Tier Levels	Rate	Minimum Requirements
Power Plant Mechanic Supervisor	\$36.40	4 years as a Power Plant Mechanic plus successful completion of all Power Plant Mechanic training

Power Plant Mechanic

Power Plant Mechanic Tier Levels	Rate	Minimum Requirements
Mechanic – Tier II	\$32.94	2 years as a Power Plant Mechanic-Tier I, and successful completion of all Power Plant Mechanic-Tier I training requirements
Mechanic – Tier I	\$29.15	Minimum requirements are established by the SUCSS class specification.

Instrument Technician

Instrument Technician Tier Levels	Rate	Minimum Requirements
Instrument Technician	\$39.56	All required Instrument Technician training.