

## MEMORANDUM OF UNDERSTANDING


This Memorandum of Understanding ("Memorandum") is entered into by and between the International Union of Operating Engineers, AFL-CIO, Local 399 ("Union") and the University of Illinois ("University") with regard to the Housing Maintenance Inspectors ("HMI") employed by the University at its Urbana-Champaign campus. This Memorandum shall become effective as of June 26, 2013.

The parties agree to the following provisions relating to HMIs on "stand-by" status:


1. The University, within its sole discretion, may require any HMI to be on "stand-by" and thereby available to report to work anytime between 4:30 p.m. and 8:00 a.m. on any day of the calendar week, regardless of the employee's work schedule. The University will notify those employees who are required to be on "stand-by".
2. For each work week that an HMI is required to be on "stand-by," the HMI will be paid additional compensation. Commencing with the effective date of this Memorandum, HMIs will receive one hundred dollars (\$100.00) in additional compensation for each work week that the HMI is on "stand-by". Effective July 1, 2013, the amount in additional compensation for being on "stand-by" will be increased to one hundred twenty-five dollars (\$125.00). Effective July 1, 2014, that amount will be increased to one hundred fifty dollars (\$150.00).
3. The provisions of this Memorandum shall be incorporated into the parties' collective bargaining agreement as Article IV, Section 7 and titled "'Stand-By' Pay" when the parties negotiate a successor agreement to their current bargaining agreement.


  
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Frank Hoskins  
IUOE Local 399 Business Agent

  
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Date

  
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John Humlicek  
Associate Director of Housing for Facilities  
University Housing  
University of Illinois at Urbana-Champaign

  
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Date

  
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Leslie Arvan  
Director of Labor & Employee Relations  
Staff Human Resources  
University of Illinois at Urbana-Champaign

  
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Date