

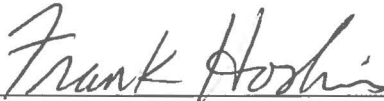
MEMORANDUM OF UNDERSTANDING


This Memorandum of Understanding 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 of Understanding shall become effective as of June 26, 2013.


The parties agree that, whenever a vacancy occurs in a shift due to the absence of the incumbent employee, the University shall seek to fill that vacancy in the following manner:

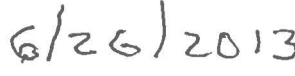
1. The University first will offer the work on the vacant shift as overtime to other HMIs in accordance with the overtime provisions of the parties' collective bargaining agreement. The work will be offered with an option of working the entire vacant shift or working the first half or the second half of the vacant shift. Upon filling one half of the vacant shift, the University will continue offering the remaining half of the shift until it is filled or it is determined that no one is available to fill it.
2. If the vacancy cannot be filled through the above step, the University will assign the whole or remaining half of the vacant shift to the HMI who is on "stand-by" during the vacancy.


The University, within its discretion, may offer assistance to a HMI who is willing to work during the vacant shift but is unable to do so because of transportation issues.



Frank Hoskins
IUOE Local 399 Business Agent


Date


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


Date


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


Date