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A G R E E M E N T

by and between

THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

and

COLLEGE, UNIVERSITY AND SCHOOL EMPLOYEES' UNION, LOCAL 321

of the

SERVICE EMPLOYEES' INTERNATIONAL UNION, AFL-CIO

2255 WEST 79TH, SUITE 305

CHICAGO, ILLINOIS 60620

COLLECTIVE AGREEMENT BY AND BETWEEN LOCAL 321, COLLEGE,
UNIVERSITY AND SCHOOL EMPLOYEES' UNION, AFL-CIO,
AND UNIVERSITY OF ILLINOIS

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A G R E E M E N T

by and between

THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

and

LOCAL 321, COLLEGE, UNIVERSITY AND SCHOOL EMPLOYEES' UNION, AFL-CIO

Effective from October 1, 1980 to September 30, 1981 (inclusive)

This Agreement made and entered into by and between The Board of Trustees of the University of Illinois, a public corporation (hereinafter referred to as Employer), and Local 321, College, University and School Employees' Union, AFL-CIO (hereinafter referred to as Union), in behalf of certain nonacademic employees of the Employer identified in ARTICLE III hereof.

ARTICLE I - AUTHORIZATION AND PURPOSE

Section 1. Authorization.

This Agreement is authorized by Section 36d of the Illinois Statute creating State Universities Civil Service System (IRS, Chap 24 $\frac{1}{2}$, Section 38 (b) (3).

Section 2. Purpose.

- (a) It is the intent and purpose of this Agreement to promote sound and mutually beneficial relationships between the Employer and the Union.
- (b) Employer's supervisors and Union representatives are assigned a special responsibility for the faithful application of this Agreement.

The Employer and the Union will each train these representatives in the terms and conditions of this Agreement, and particularly in the use of the procedures provided herein and in POLICY & RULES-NONACADEMIC for resolving employment questions. The Employer and the Union are committed to the uninterrupted effective performance of the teaching, research and public service function of the University.

ARTICLE II - LIMITATIONS

Section 1. Limitations.

- (a) This Agreement is subject to: (1) applicable Federal and State Laws as they may be amended from time to time; (2) rules and regulations of State Universities Civil Service System as they may be

amended from time to time; (3) rules and regulations of State Universities Retirement System as they may be amended from time to time; (4) the statutes and rules promulgated by The Board of Trustees of the University of Illinois as they exist on the effective date of this Agreement; (5) provisions of POLICY & RULES-NONACADEMIC as they exist on the effective date of this Agreement; each of which is incorporated herein by reference. A copy of any amendment under (2) and (3) as stated above shall be sent to the Union office provided and as soon as the University receives notice thereof.

(b) In the event of conflict among any of the foregoing and any provision of this Agreement, the former shall prevail, except where a deviation from the same is set out in express terms herein.

(c) Previous agreements and commitments by and between the Parties related to matters covered herein which are not made of record herein are agreed to be null and void as of the effective date of this Agreement.

ARTICLE III - NEGOTIATIONS & EXCLUSIVE RECOGNITION

Section 1. Rights of Employer.

The Union recognizes the right of the Employer to manage its operations and to plan, direct, and control the policies and conditions of employment of its employees insofar as such policies are not inconsistent with the express provisions of this Agreement. The Employer recognizes generally the interest of the Union in any changes which materially affect the working conditions of those represented by the Union, and will keep the Union informed as to such changes. The Employer acknowledges and recognizes the ongoing interest of the Union in any decision by Employer to contract out any work being performed on the date of the signing hereof by full-time status Civil Service appointee employees who are also incumbents in any class represented by the Union under this Agreement. The Employer hereby agrees to meet with, consult with, and discuss with the Union any such proposed contracting out not fewer than thirty(30) days prior to signing any such contract for services. Specifically, Employer agrees to discuss with the Union the following:

- (a) The Employer's reasons for considering contracting out the work.
- (b) In the event that the Employer seeks to contract out in order to save costs, whether the Union can assist in reducing costs and expenses incurred by the Employer in using incumbent members of the Bargaining Unit.
- (c) In the event that the Employer seeks to contract out in order to improve the quality of performance of the work, whether the Union can assist the Employer in improving the quality of performance of the incumbent members of the Bargaining Unit.
- (d) In the event that the Employer's reason for contracting work out is founded upon a high incidence of complaints relating to the work and/or high incidence of discipline imposed on members of the Bargaining Unit doing work proposed to be contracted out, the fact that this is so and a reasonable description of the complaints made and/or the discipline imposed.
- (e) The Union's interest in seeing that the wages and other terms and conditions of employment to be paid or granted by the outside contracting organization to its employees are competitive with those being paid the affected incumbents in the class by the Employer.

The Employer further agrees to weigh and consider carefully, fully and reasonably all statements made by Union pursuant to this discussion in making its final decision as to whether to contract out work as described herein.

Section 2. Classes Represented.

The Employer recognizes the Union as the exclusive representative for a single negotiation unit consisting of employees in the following classes as defined or established by the State Universities Civil Service System and employed by the Employer at Chicago Circle and Medical Center campuses:

- | | |
|--------------------------|---------------------------|
| Animal Caretaker I | Food Service Laborer |
| Animal Caretaker II | Hospital Service Foreman |
| Animal Caretaker III | Hospital Service Worker |
| Building Inspector | Housekeeper |
| Building Service Foreman | Locker Room Attendant |
| Building Service Worker | Mail Messenger |
| Elevator Operator | Messenger |
| Food Service Cashier | Nursing Assistant |
| Food Service Worker I | Nursing Technician |
| Food Service Worker II | Physical Therapy Aide |
| Food Service Worker III | Transporter I |
| Food Service Worker IV | Operating Room Technician |

Section 3. New Classes and Recognition.

Employer agrees that if any new civil service designations should be established for the same work presently being performed by those classes identified in Section 1 of this ARTICLE, said new classes will be treated as part of the single negotiation unit recognized by this Agreement.

Section 4. Equal Opportunity.

There will be no discrimination by either Union or Employer with respect to any applicant or candidate for employment or employee because of race, creed, color, national origin, religion, sex, age, handicap, or status as disabled veteran or veteran of the Vietnam era.

Section 5. Protected Activity.

Each employee may make his/her own personal decision with respect to the Union or other employee organization membership, without intimidation or coercion. There will be no discrimination against any employee because of Union membership or because the employee is acting as representative of the Union or its members or other nonacademic employees pursuant to the provisions of this Agreement or of POLICY & RULES-NONACADEMIC.

Section 6. Union Activity.

(a) The Union and its members will not solicit membership or carry on Union activity on University premises with employees of the Employer during working hours. A Union Steward with permission of proper authorities may leave his/her assigned work to investigate a grievance or to present matters according to POLICY & RULES-NONACADEMIC.

(b) Upon approval by the Employer the Union may have posted, in applicable employee work areas, certain notices and bulletins upon bulletin boards designated by the Employer. These notices and bulletins will be on the official letterhead of the Union, being signed by an officer thereof.

Notices and bulletins permitted to be posted are:

1. Notices of Union meetings
2. Notices of Union elections
3. Notices of Union appointments and results of Union elections,

and any others which the Employer may approve from time to time. The number of copies which the Union wishes to have posted, plus one, will be filed with the Employer's Personnel Services Office.

Section 7. Notification of Recognition.

The Employer will notify all new personnel hired to work in the classes covered by this Agreement that the Union is the authorized negotiating representative for the employees described in this ARTICLE III.

ARTICLE IV - WAGES

Section 1. Method of Establishment of Wages.

Wages specified herein have been and shall in the next subsequent Agreement be, established in negotiations by and between the Parties who shall determine and recommend to the State Universities Civil Service System, levels of compensation which take into account the rate of compensation generally paid for similar work in the locality in which the work is to be performed.

Section 2. Effective Date of Wages.

Wages established in this Agreement shall become and remain effective as specified in APPENDIX "A" hereof except as otherwise provided herein.

Section 3. Wages (Basic Straight Time).

Basic straight time hourly wages are hereby defined as those payable for work performed during the five(5) normally scheduled days of work in a work week, but for not more than eight(8) hours' work in a forty(40) hour work week or seven and one-half(7½) hours in a thirty-seven and one-half(37½) hour work week, depending upon the class, during any one of the aforesaid five(5) days.

Section 4. Wages.

Basic straight time wages are and shall be as set forth in APPENDIX "A".

Section 5. Wages (Overtime).

(a) Employees covered by this Agreement shall be compensated at one and one-half(1½) times the basic straight time wages for their classifications for time worked in excess of eight(8) hours per day or forty(40) hours per week, or seven and one-half(7½) hours in a thirty-seven and one-half(37½)

hour work week, depending upon the class. Overtime wages shall be paid by check, or by mutually agreed compensatory time off, at one and one-half (1½) times hours of overtime worked. Overtime may only be performed pursuant to specific supervisory direction.

(b) The Employer may require employees covered herein to work overtime. The Employer may require employees covered herein to work overtime. The Employer will make known to employees expected to do overtime work the probability of its becoming necessary as far in advance thereof as practicable, except in unforeseen cases or emergency which the Employer alone may define.

(c) Opportunity to do overtime shall be offered and distributed as evenly as possible among qualified personnel. If this does not produce sufficient volunteers to cover the Employer's requirements, the Employer will then proceed to assign sufficient employees to do the overtime work required. Such assignment shall be made starting with the least senior, available, qualified employee in the Class.

Section 6. Wages (Premium Paid for Work During Scheduled Days Off).

Work performed during an employee's first or second scheduled day off in a work week shall be paid at the rate of one and one-half (1½) times the basic straight time wages specified herein.

Section 7. Wages (Call-back).

(a) Call-back is defined as an official assignment of work which does not continuously precede or follow an employee's regularly scheduled shift. Approved time-not-worked for the employee's convenience does not break the continuance of the shift referred to in the preceding sentence.

(b) Employees who report back upon the Employer's premises at the time specified in the call-back, with no work being offered, shall be paid four (4) hours' pay at overtime or premium rate, whichever is applicable. If the employee called back actually reports upon the Employer's premises at the time specified in the call-back, and performs the work assigned by the Employer, he/she shall receive a minimum of four (4) hours' pay, or be paid for actual time worked, whichever is greater, at applicable overtime or premium rates. Food Service personnel, in addition, shall be granted one (1) free meal.

Section 8. Wages (On Call).

(a) Employees, classified as Operating Room Technician, on call, and confined (sleeping in) to the University of Illinois Hospital premises, shall be considered as working and be paid either their basic straight time wage rate or their overtime premium (time and one-half basic straight time rate), whichever is applicable. On call schedules shall be posted two(2) weeks in advance.

(b) Employees, classified as Operating Room Technician, on call, and away from University of Illinois Hospital premises, but available by telephone shall be paid \$1.25, for each hour of such on call time. This "on call time" is not to be considered a part of the forty(40) hour work week or eight(8) hour work day required of each employee.

Section 9. Wages (Shift Differential).

(a) A shift premium of twenty(20¢) cents per hour will be paid for the entire shift to regular full-time employees classified as Nursing Assistant, Transporter and Messenger who work a shift in which more than one-half($\frac{1}{2}$) of their regularly scheduled hours of work, in a work day, fall between 3:00PM and 7:30AM.

(b) A shift premium of fifteen(15¢) cents per hour will be paid for the entire shift to regular full-time employees classified as Nursing Technicians who work a shift in which more than one-half($\frac{1}{2}$) of their regularly scheduled hours of work, in a work day, fall between 3:00PM and 11:30PM, and twenty(20¢) cents per hour as a shift premium will be paid for the entire shift in which more than one-half($\frac{1}{2}$) of the Nursing Technicians' regularly scheduled hours of work, in a work day, fall between 11:00PM and 7:30AM.

(c) A shift premium of twenty(20¢) cents per hour will be paid for the entire shift to regular full-time employees classified as Operating Room Technicians who work a shift in which more than one-half($\frac{1}{2}$) of their regularly scheduled hours of work in a work day, fall between 3:00PM and 11:30PM, and twenty-five(25¢) cents per hour as a shift premium will be paid for the entire shift in which more than one-half($\frac{1}{2}$) of the Operating Room Technicians' regularly scheduled hours of work, in a work day, fall between 11:00PM and 7:30AM.

(d) Regular full-time employees classified as Elevator Operators who work a shift in which more than one-half ($\frac{1}{2}$) of their regularly scheduled hours of work, in a work day, fall between 3:00PM and 7:30AM, will receive a night shift differential of thirteen (13¢) cents per hour for the entire shift.

Section 10. Wages (Building Service Worker, Hospital Service Worker and Housekeeper).

Employees current basic straight time wage rate shall be increased fifty (50¢) cents per hour for all hours actually worked washing walls, provided said work is performed pursuant to specific supervisory authority.

Section 11. Wages (Cage Room Differential).

Status employees in permanent and continuous full time position, classified as Animal Caretaker I, II and III, who are assigned to work in the Medical research Laboratory cage room for more than one-half ($\frac{1}{2}$) of their regularly scheduled hours of work, in a work day, will have their current basic straight time hourly wage rate increased twenty-five (25¢) cents per hour for the entire shift. When an employee who is currently receiving the twenty-five (25¢) cents per hour cage room differential vacates the position assigned to the cage room the replacement employee will not receive the said differential.

Section 12. Wage Scale Provisions.

(a) Change in wage rate required by compliance with automatic progression scales will be made effective from the opening of business at the beginning of the pay period first following date of required service completion.

(b) Only the hourly wages specified in the steps of a wage scale may be paid. Except employing departments who desire to pay more than the top step in the Food Service Classes may do so with the approval of the Labor Relations Section of Personnel Services.

(c) The automatic progression wage steps specified in a wage scale are minima which may be paid at the periods of service indicated.

(d) Supervisors may propose wages above the minima specified in a wage scale (but always coinciding exactly with a wage listed in a step). These may be paid receiving appropriate University Administrative approval.

ARTICLE V - BENEFITS

Section 1. Policy.

Employees benefits (e.g., Leaves of Absence, Retirement Disability, Sick Leave Holidays, vacation & Personal Leave, Retirement & Inter-institutional reciprocity) will be as set forth in the POLICY & RULES-NONACADEMIC. Benefits under the control of the Employer will not be diminished during the life of this Agreement and improvements in such benefits will be made applicable to employees covered by this Agreement on the same date that such improvements are made applicable to other employees of the Employer.

Section 2. Sick Leave Payment Regulations.

In order to receive payment of wages (at basic straight time hourly rates) during sick leave, the following conditions of eligibility must be satisfied:

- (a) The employee must have sick leave accrued in his/her favor.
- (b) An employee's sick leave allowance shall be applied to absences necessitated by illness, injury or doctor's appointment, and the right is reserved by the University to demand from an employee who has been absent for three(3) or more consecutive work days, or who is suspected of abusing sick leave utilization to submit a doctor's statement as proof of illness or to demand the employee visit the Campus Health Services upon return to work.

ARTICLE VI - WORKING RULES & CONDITIONS

Section 1. Shift, Work Day and Work Week.

- (a) The shift shall consist of eight(8) consecutive hours of work, broken by an unpaid lunch period.
- (b) The work day is a fixed and regularly recurring period of twenty-four(24) consecutive hours and begins at 12:01AM each calendar day.
- (c) The work week is a fixed and regularly recurring period of 168 hours - seven consecutive twenty-four(24) hour periods - and begins at 12:01AM., Sunday. The full time work schedule in the work week shall consist of one(1) eight(8) hour shift during each of five(5) consecutive days and shall not exceed forty(40) hours of work.

(d) The Parties agree that all personnel, except Physical Therapy Aides and Messengers, covered in this Collective Agreement have eight (8) hour work days and forty (40) hour work weeks. Physical Therapy Aides and Messengers have seven and one-half (7½) hour work day and thirty-seven and one-half (37½) hour work week. They should be permitted at least a thirty (30) minute uncompensated lunch break not included in the seven and one-half (7½) hours of work per day.

Section 2. Shift Schedule.

(a) No change shall occur in an employee's regular work schedule to obviate overtime pay, premium pay or holiday work. However, it is understood that work forces may be reduced during holidays without change of shifts. In the event of a reduction of the work force during holidays, except for emergencies, employee's who are to be laid off will receive a minimum of fifteen (15) work days notice.

Prior to the fifteen (15) day notice of shift change, except in the case of rotating employees, Management will consult with the Union regarding said change.

(b) Since the needs of the Employer's operations require variations in staffing levels, and scheduled hours or shifts, the latter's startings and endings will conform to those requirements.

(c) All workers covered by this Collective Agreement must report on their jobs as required by the Employer's regulations and be ready to and begin their work which in the judgment of supervisors warrant it may be granted not to exceed ten (10) minutes clothing change or wash-up time immediately preceding official times of their shift closings. Said wash-up time, in no event, may be interpreted as a shortening of the scheduled work shift.

(d) The Parties agree that the Employer's animal caretaking activity, at its Medical Research Laboratory, is operated on a seven (7) day per week basis. In consequence, Animal Caretakers of Medical Research Laboratory work a weekly schedule of five (5) consecutive work days with two (2) consecutive free days, except when it is necessary to effect change of work schedule described in the next sentence. The Employer maintains a work schedule for its Animal Caretakers in the Medical Research Laboratory providing for rotation of the two (2) consecutive free days at intervals of approximately one (1) month each.

The Administrator of the Employer's Medical Research Laboratory will require all Animal Caretakers under his supervision to begin and end their regular work shifts at times (hours) which he considers appropriate for the best and most efficient operation of said Medical Research Laboratory.

(e) The Parties adhere to the principle of maintaining work schedules for Nursing Assistant and Food Service Worker personnel which will provide the individual worker with five(5) consecutive work days and two(2) consecutive days free from work during each worker's work week. Such principle will, when permitted by the needs of the Employer, be followed in the establishment of work schedules when and wherever such establishment is under the exclusive control of the Employer. Such principle cannot be followed when and wherever a worker's schedule, including his work days and hours of work, is changed for the worker's convenience, e.g., rotation of shift (or hours and days of work) made for purpose of providing opportunity for a worker to enjoy the calendar day Sunday free from work or other changes for the employee's convenience.

(f) Except in cases of Nursing Technicians voluntarily working weekends (Saturdays and Sundays), the Employer, through rotating shifts or other scheduling devices tending to preclude any Nursing Technician having to work more than two out of three consecutive weekends, will adhere to the practice of formulating monthly work schedules in which no other Nursing Technician will be required to work more than two out of three consecutive weekends, unless employee's needs require it. In the event a Nursing Technician is requested to work and does so work, during a third consecutive weekend, despite the Employer's best effort to schedule a free weekend, the Nursing Technician will be compensated for all third weekend hours worked, at the rate of one and one-half($1\frac{1}{2}$) times the basic straight time wage rate of the Nursing Technician working the third consecutive weekend, (this is to be considered a third consecutive weekend worked differential). For purposes of definition, the weekend begins at 7:01AM, Saturday and ends at 7:00AM, Monday. This applies only to employees in permanent and continuous full-time positions.

Section 3. Shift Bidding.

(a) Building and Hospital Service Workers (having completed their probationary periods) may bid from posted schedules for work vacancies in their class (as they occur) to change work schedules. Selection of incumbents will be made from bidders fulfilling the following requirement in the order listed:

- (1) Needs of the service;
- (2) Physical capabilities of the bidder - excluding consideration of handicaps which do not preclude an employee from performing the essential required job function;
- (3) Seniority in classification.

If two or more bidders equally fulfill the first two requirements, in the opinion of the Employer, selection of the incumbent will be by seniority. A successful bidder selected as an incumbent must remain on the shift he bid for at least six(6) months unless excused from this requirement by the Employer.

(b) From job schedules published for their information, written job bidding by Elevator Operators for jobs in their class will begin on or about August 1, yearly. In bidding for jobs, it is understood that workers are subject to reasonable temporary reassignment by the Employer to meet needs of its elevator service. Selection of incumbents, and their maintenance in job schedules, will be made from bidders fulfilling the following requirements in the order listed:

- (1) Needs of the service;
- (2) Physical capabilities of the bidder - excluding consideration of handicaps which do not preclude an employee from performing the essential required job function;
- (3) Seniority in classification

New job assignments will become effective annually at 12:01AM, Monday preceding the Monday upon which the Employer's autumn academic quarter begins. The Employer will from time to time publish regulations implementing this Section, with advice and consent of Labor Relations Officer or Director of Personnel Services, copies being sent to the Union's office and its Council President.

Section 4. Food Service Personnel Assignments.

Food Service personnel may be temporarily assigned to perform duties, in Food Service operations, other than those of their regular classifications. In such case, workers shall receive the basic straight time hourly rates of the classi-

fications to which they are temporarily assigned on their own rates, whichever are greater. Under this provision, it is agreed that any Food Service Worker may be required temporarily to receive cash and/or ring up sales on the cash register.

Section 5. Lay Offs.

(a) Insofar as possible the Employer will give at least fifteen(15) work days' notice to the employee prior to the effective date of any layoff of that employee. If such notice is not to be given, the Employer shall be obligated to notify the Union of its intentions and, if the Union should so desire, to meet with a Union representative within twenty-four(24) hours to discuss the effective date of the proposed layoff.

(Deviation from POLICY & RULES-NONACADEMIC).

(b) At the written request of an employee, the Employer may lay off that individual employee without regard to the notice provisions set forth herein.

Section 6. Identification Badges.

Employees covered in this Agreement may be required, while working or otherwise being upon the Employer's premises, to wear in the manner prescribed by the Employer appropriate identification badges provided by the Employer at no cost to the employees.

Section 7. Uniform Requirements.

(a) As a condition of employment workers covered by the Collective Agreement shall wear uniforms and other special apparel, devices and/or apparatuses for protective or safety reasons whenever the Employer so requires and in the manner it prescribes.

(b) The Employer agrees to furnish, replace, repair, launder, and clean clothing provided workers in jobs, in its opinion, requiring special apparel for safety and protection, or where it requires wearing of special apparel for any reason whatsoever, this requirement upon the Employer specifically covers uniforms of Nursing Assistants and Food Service Workers.

Section 8. Uniform (Elevator Operator).

- (a) At no cost to Elevator Operator personnel covered in this Collective Agreement, the Employer will furnish uniform articles as follows:

<u>Males</u>	<u>Females</u>
Tie	Tie
Coat	Coat
Trousers	Skirt

- (b) Clothing will be furnished by Elevator Operators as follows:

<u>Males</u>	<u>Females</u>
Shirt, white	Blouse, white
Shoes, black	Shoes, black or dark brown
Socks, dark	Stockings, dark

- (c) Replacement of uniform articles provided by the Employer shall be for account of the Employer when such replacement is necessitated by normal wear and tear, and then only after inspection and approval by the Employer.

Section 9. Uniform (Mail Messenger and Supervisor).

- (a) The Employer will furnish uniforms, subject to limitations of Sub-section (c) of Section 8, to Mail Messenger and Mail Supervisor as it deems necessary, the uniforms being limited to:

Jacket	Shirt
Trousers	Tie
Cap	Rain Protection, excluding rubber footwear

- (b) The uniforms will be facsimile of those worn by city carriers of United States Post Office Department except for certain ornaments.
- (c) In no case will expense to the Employer exceed ONE HUNDRED DOLLARS (\$100.00) per Mail Messenger or Mail Supervisor, in any fiscal year, July 1 through June 30, inclusive.
- (d) Maintenance and preservation of good order of uniform articles shall be the responsibility, and for the account of each individual Mail Messenger or Mail Supervisor.

ARTICLE VII - DISCIPLINE AND GRIEVANCES

Section 1. Reprimand, Suspension, Demotion and Discharge.

Whenever an Employee covered by this Agreement is given written warning or reprimand, or is suspended, demoted, or discharged, a copy of the notice of such action, unless otherwise requested not to do so by the Employee, shall

be provided to the Union. Any memorandums sent to the Labor Relations Section of Personnel Services to be placed into the personnel file of any employee in any classification under this Collective Agreement shall, unless otherwise requested not to do so by the Employee, be copied to the Union. Appeals from reprimand or suspension actions shall be in accordance with the Grievance Procedures outlined in POLICY AND RULES-NONACADEMIC. Appeals from demotion or discharge actions shall be in accordance with the rules and procedures established by the State Universities Civil Service System.

Section 2. Letters of Warning.

Letters of Warning, issued to Employees covered herein, will not be used against the Employee in any future decision concerning him/her more than twelve(12) months after the date of issuance. However, Letters of Warning may be used to establish a disciplinary pattern in all Discharge Proceedings as governed by Rule 11.5 of the State Universities Civil Service System - Statutes and Rules.

Section 3. Disciplinary Suspensions.

Disciplinary Suspensions, issued to Employees covered herein, that are two(2) or more years old will not be used for the purpose of pyramiding penalties for like offenses.

Section 4. Employee Grievances.

Grievances advanced by or on behalf of an Employee covered by this Agreement shall be heard and reviewed in accordance with the procedures outlined in POLICY AND RULES-NONACADEMIC.

ARTICLE VIII - SENIORITY

Section 1. Service and Seniority.

Service and seniority is governed by rules and regulations of the State Universities Civil Service System and by the provisions of POLICY AND RULES - NONACADEMIC.

Section 2. Rosters.

The Employer will, upon request of the Union, provide copies of rosters to the Union, by class and lesser units if any, showing each employee's seniority and relative position in such rosters. Such requests shall be limited to two(2) in any contract year.

ARTICLE IX - PERIOD COVERED, STATUS DURING NEGOTIATIONS
AND COMMENCEMENT OF NEGOTIATIONS

Section 1. Period Covered.

This Agreement shall become effective at the start of the first shift beginning after 12:01AM, October 1, 1980, and remain in full force and effect through the completion of the last shift beginning prior to 12:00PM (midnight), September 30, 1981.

This Agreement shall automatically be renewed thereafter from year to year unless either Party notifies the other in writing at least ninety(90) days prior to its expiration date of a desire to modify or terminate it, in which event negotiations will be undertaken without undue delay.

Section 2. Status During Negotiations.

Once the notice called for in Section 1 above has been given, this Agreement shall remain in full force and effect indefinitely throughout the negotiations until a new Agreement has been entered into; provided, however, that either Party may after the expiration date of the Agreement terminate the same by giving at least ten(10) days written notice of its intention to so terminate.

Section 3. Commencement of Negotiations.

The Party giving notice of a desire to modify the Agreement as provided for in Section 1 above shall commence negotiations by submitting in writing a detailed list of the modifications or changes desired.

The Party receiving said notice may propose additional changes in the Agreement in writing.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands on this 10th day of December, 1980.

LOCAL 321, COLLEGE, UNIVERSITY &
SCHOOL EMPLOYEES' UNION, SEIU,
AFL-CIO

THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

Ernest Brandon
Ernest Brandon, Secretary-
Treasurer

Willie London
President of Council

Ron Willis
Vice-President of Council

Nellie Rodgers
Local 321
Stanley Fletcher/Bus.Rep

Paralee Smith
Mary Johnson

Sherwood Brewer
Everette Whitfield

Michael James

Patricia Miller

Timotea Aguilera

Edith Hall

Eddie Alford

Elijah Taylor

Ulysses Weston

Robert Alfred

James Dillard

Lorraine Womble

Helen Hicks

By: R. W. Brady
Comptroller

ATTEST: Earl Porter
Secretary

APPROVED: Donald Ward
University Director of
Personnel Services

Richard Hanneman
Director of Personnel Services
for the Chancellor, MC Campus

Richard Hanneman
Director of Personnel Services
for the Chancellor, CC Campus

James P. Walsh
Labor Relations Officer for
University Negotiators

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>	
Food Service Worker I	Minimum	\$ 3.13	\$ 3.38	
	6 months	3.20	3.46	
	12 months	3.30	3.56	
	18 months	3.46	3.74	
	24 months	3.56	3.84	
Food Service Worker II	Minimum	\$ 3.56	\$ 3.84	
	6 months	3.65	3.94	
	12 months	3.72	4.02	
	18 months	3.92	4.23	
	24 months	4.01	4.33	
Food Service Worker III	Minimum	\$ 3.99	\$ 4.31	
	6 months	4.06	4.38	
	12 months	4.18	4.51	
	18 months	4.45	4.81	
	24 months	4.62	4.99	
Food Service Worker IV	Minimum	\$ 4.67	\$ 5.04	
	6 months	4.96	5.36	
	12 months	5.30	5.72	
	18 months	5.87	6.34	
	24 months	6.30	6.80	
Food Service Laborer	Minimum	\$ 3.56	\$ 3.84	
	6 months	3.72	4.02	
	12 months	3.91	4.22	
	18 months	4.17	4.50	
	24 months	4.34	4.69	
<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>STEP PLAN</u> <u>FROM</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Food Service Cashier		\$3.52-4.95		
	Minimum		\$ 3.52	\$ 3.80
	1		3.75	3.89
	2		3.99	4.31
	3		4.23	4.57
	4		4.47	4.83
	5		4.71	5.09
	6		4.95	5.35

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Locker Room Attendant	Minimum	\$ 4.35	\$ 4.70
	6 months	4.50	4.86
	12 months	4.68	5.05
	18 months	4.85	5.24
	24 months	5.00	5.40
	30 months	5.19	5.61
	36 months	5.43	5.86
	42 months	5.72	6.18
Transporter I	Minimum	\$ 4.50	\$ 4.86
	6 months	4.61	4.98
	12 months	4.70	5.08
	18 months	4.85	5.24
	24 months	4.97	5.37
	30 months	5.08	5.49
	36 months	5.27	5.69
	42 months	5.56	6.00
Nursing Assistant	Minimum	\$ 3.91	\$ 4.22
	6 months	3.99	4.31
	12 months	4.10	4.43
	18 months	4.22	4.56
	24 months	4.35	4.70
	30 months	4.46	4.82
	36 months	4.64	5.01
	42 months	4.96	5.36

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Elevator Operator	Minimum 6 months	DAY: \$ 5.86	\$ 6.33
		6.27	6.77
	Minimum 6 months	NIGHT: \$ 5.99	\$ 6.47
		6.40	6.91
Mail Messenger	Minimum	\$ 6.99	\$ 7.55
	2080 hours	7.12	7.69
	3840 hours	7.28	7.86
	5600 hours	7.41	8.00
	7360 hours	7.55	8.15
	9120 hours	7.69	8.31
	10880 hours	7.84	8.47
	12240 hours	8.01	8.65
	13600 hours	8.12	8.77
	14640 hours	8.26	8.92
15680 hours	8.38	9.05	
16640 hours	8.74	9.44	
Building Inspector	Minimum	\$ 5.56	\$ 6.00
	6 months	5.68	6.13
	12 months	5.78	6.24
	18 months	5.91	6.38
	24 months	6.05	6.53
	30 months	6.15	6.64
	36 months	6.29	6.79
	42 months	6.57	7.10

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Building Service Worker Hospital Service Worker Housekeeper	Minimum	\$ 5.33	\$ 5.76
	6 months	5.47	5.91
	12 months	5.56	6.00
	18 months	5.77	6.23
Building Service Foreman Hospital Service Foreman	Minimum	\$ 6.20	\$ 6.70
	6 months	6.64	7.17

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Operating Room Technician Nursing Technician	Step*		
	1	\$ 4.60	\$ 4.97
	2	4.76	5.14
	3	4.93	5.32
	4	5.10	5.51
	5	5.27	5.69
	6	5.43	5.86
	7	5.61	6.06
	8	5.78	6.24
	9	6.10	6.59
	Step*		
Physical Therapy	1	\$ 4.24	\$ 4.58
	2	4.47	4.83
	3	4.71	5.09
	4	4.94	5.34
	5	5.27	5.69

* 12 months service in step required to advance to next highest step

Messenger	Minimum	\$ 3.73	\$ 4.03
	Maximum	4.54	4.90

<u>CLASS</u>	<u>PROGRESSION</u>	<u>WAGE RATE</u> <u>10-1-79</u>	<u>WAGE RATE</u> <u>10-1-80</u>
Animal Caretaker I	Minimum	\$ 4.65	\$ 5.02
	6 months	4.74	5.12
	12 months	4.90	5.29
	18 months	5.05	5.45
	24 months	5.20	5.62
	30 months	5.47	5.91
	36 months	5.57	6.02
Animal Caretaker II	Minimum	\$ 6.20	\$ 6.70
	6 months	6.50	7.02
	36 months	6.82	7.37
Animal Caretaker III	Minimum	\$ 6.86	\$ 7.41
	12 months	7.07	7.64
	24 months	7.28	7.86
	36 months	7.68	8.29

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*This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.*

Form Approved
O.M.B. No. 044-R0003

January 16, 1981

Secretary-Treasurer
Service Employees International
Union, Local #321
2255 West 79th, Room 208
Chicago, Illinois 60620

Respondent:

We have in our file of collective bargaining agreements a copy of your agreement(s): **covering the Circle and Medical Center local #321. The agreement we have on file expired September 1978.**

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

**PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).**

If more than one agreement, use back of form for each document. (Please Print)

- 1. Approximate number of employees involved 800
- 2. Number and location of establishments covered by agreement MEDICAL ✓ CIRCLE CTR
- 3. Product, service, or type of business HOSPITAL ✓ SCHOOL
- 4. If your agreement has been extended, indicate new expiration date _____

ERNEST BRANDON / SEC TREASURER + Bus MGR 312 778 1966
 Your Name and Position Area Code/Telephone Number
2255 W 79th #305 CHICAGO IL 60620
 Address City/State/ZIP Code