MEMORANDUM OF UNDERSTANDING

by and between

THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
and

THE INTERNATIONAL UNION OF OPERATING ENGINEERS,
AFL-CIO, LOCAL 399

This Memorandum of Understanding ("Memorandum") is entered into by and between the International Union of Operating Engineers, AFL-CIO Local No. 399 ("Union") and the Board of Trustees of the University of Illinois ("University") on behalf of bargaining unit members employed by the University as security guards for either University Housing or University Library. This Memorandum memorializes the understanding reached between the parties as to the wage rates to be paid to those bargaining unit members.

1. Bargaining unit members who are assigned to work as security guards for either University Housing or University Library shall have a premium of thirty-two cents ($0.32) per hour added to their regular rate of pay in recognition of the additional duties and responsibilities associated with those positions. The payment of this premium shall commence on the third pay period following the full execution of this Memorandum and shall not be applied retroactively. Accordingly, only security guards who are actively working for University Housing or University Library on or after the date that the premium is activated will be eligible for that premium pay. This premium pay shall be increased during the fourth year of the parties’ collective bargaining agreement (commencing July 1, 2015) by an amount equal to five percent (5%) of each Security Guard’s base wage rate, less any percentage wage increase announced as part of the campus wage program for the Urbana-Champaign campus for that academic year.

2. In addition to the premium pay referenced in the above paragraph, bargaining unit members who are assigned to work as security guards for either University Housing or University Library shall have an additional one dollar and sixty-one cents ($1.61) per hour added to their regular rate of pay once they have completed at least twenty-four (24) consecutive months of service with that respective unit. The payment of this additional pay shall commence on the third pay period following the full execution of this Memorandum and shall not be applied retroactively.

3. The University, within its sole discretion, may designate any security guard within the bargaining unit as a “lead security guard”. Any security guard assigned to either University Housing or University Library who is designated by the University to be a “lead security guard” will have an additional ninety-five cents ($0.95) per hour added to their regular rate of pay for time worked under that designation.

4. This Memorandum is applicable only to bargaining unit members who are assigned to work as security guards for either University Housing or University Library, and supersedes and modifies any contrary provisions that may be contained within the parties’ July 1, 2012 through June 30, 2016 collective bargaining agreement (“Agreement”). Except to the extent specifically modified by this Memorandum, though, all other provisions of that Agreement shall remain in effect.
SO AGREED:

LOCAL 399, INTERNATIONAL UNION
OF OPERATING ENGINEERS

By ________________________
Frank Hoskins
Staff Representative

9 Sep 2014
Date

UNIVERSITY OF ILLINOIS

By ________________________
Heather L. Horn
Labor and Employee Relations Coordinator

August 22, 2014
Date