

Memorandum of Agreement

Pursuant to the reopener negotiations between the Graduate Employees' Organization IFT/AFT 6300 and the Illinois Board of Trustees, the parties agree Article XIV, Section A of the August 16, 2017 through August 15, 2022 collective bargaining agreement shall read as follows:

XIV. Wages

Section A. New Appointments

During the term of this collective bargaining agreement (August 16, 2017 through August 15, 2022), the following wage provisions shall apply:

In year one of the contract (August 16, 2017 through August 15, 2018) assistants will be paid no less than the campus minimum for assistants, which shall be \$17,097/year for a 50% appointment on a 9 month service basis. The minimum in this year of the contract shall be awarded retroactively effective August 16, 2017. Assistants must be an employee in the bargaining unit on the date the Agreement is fully executed in order to be eligible for this minimum.

Effective Year 2 (Academic Year 2018-2019), assistants will be paid no less than \$17,439/year for a 50% appointment on a 9 month service basis or an amount equivalent to the previous year's minimum increased by the percentage increase announced by the Chancellor and Provost as part of any campus-wide general salary program for FY 2019, whichever is greater.

Effective Year 3 (Academic Year 2019-2020), assistants will be paid no less than \$17,788/year for a 50% appointment on a 9 month service basis or an amount equivalent to the previous year's minimum increased by the percentage increase announced by the Chancellor and Provost as part of any campus-wide general salary program for FY 2020, whichever is greater.

Effective Year 4 (Academic Year 2020-2021), assistants will be paid no less than \$18,500/year for a 50% appointment on a 9 month service basis or an amount equivalent to the previous year's minimum increased by the percentage increase announced by the Chancellor and Provost as part of any campus-wide general salary program for FY 2021, whichever is greater. Appointments of different duration or percentage shall be figured proportionally. The minimum in this year of the contract shall be awarded retroactively effective August 16, 2020.

Effective Year 5 (Academic Year 2021-2022), assistants will be paid no less than \$19,300/year for a 50% appointment on a 9 month service basis or an amount equivalent to the previous year's minimum increased by the percentage increase announced by the Chancellor and Provost as part of any campus-wide general salary program for FY 2022, whichever is greater. Appointments of different duration or percentage shall be figured proportionally.

The parties agree that the assistant's appointing unit may pay above the minimum wages and that this amount may vary from unit to unit.

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands
on this the 28th day of September, 2020.

GRADUATE EMPLOYEES' ORGANIZATION
IFT/AFT 6300

Chelsea Bishnie
Adm. Dir.

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THE BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

BY: Avijit Ghosh
Comptroller

APPROVED: Jami Painter 09/28/2020
Associate Vice President and Chief
Human Resources Officer

Ellyn E. Cole 9/16/2020
Senior Associate Chancellor for
Human Resources

[Signature] 9/23/20
Executive Director of Labor and
Employee Relations

[Signature]
Chief Negotiator

APPROVED AS TO LEGAL FORM:

[Signature] 9/28/20
University Counsel (date)