

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“Memorandum”) is entered into by and between the International Brotherhood of Electrical Workers, AFL-CIO, Local 51 (“Union”) and the University of Illinois (“University”) on behalf of bargaining unit members employed as Automotive Technicians or Automotive Repair Technicians (hereinafter collectively referred to as “automotive employees”) by the University’s Facilities and Services at the Urbana Champaign campus.

The parties agree to implement an “Automotive Service Excellence Incentive Program”. The Program is intended to provide financial incentives to automotive employees who successfully complete certain examinations offered by the National Institute for Automotive Service Excellence (“ASE”), in the following designated test series:

- A Series – Automobile and Light Truck
- B Series – Collision Repair and Refinish, Damage Analysis & Estimating
- E Series – Truck Equipment
- T Series – Medium-Heavy Truck

Test Series	Series Name	Exams Required	Eligibility	Payment Upon Initial Certification Or Recertification
A Series (1-9)	Automobile & Light Truck	A1 -A9 (9 exams)	Mechanics	\$750
B Series (2-6)	Collision Repair and Refinish; Damage Analysis Estimating	B2 – B5 (4 exams)	Body Shop	\$400
T Series (1-8)	Medium-Heavy Truck	T1 – T8 (8 exams)	Mechanics	\$750

The parties agree to the following terms of the Program:

1. Financial incentives will be offered under the Program only for successfully completing all exams or successfully re-completing all exams in the specific ASE test series designated above. Automotive employees shall not be eligible for financial incentives under the Program for successfully completing or re-completing all exams in any other ASE series.

2. The incentive payment will be paid only upon successful completion of all the requisite exams listed above for a given series, regardless of whether all of those exams are required by ASE to achieve certification in that series. No financial incentives will be offered for partial completion of a series.
3. To be eligible for an incentive payment under the Program, an employee must submit any and all documentation required by the University for establishing successful completion of all exams needed to obtain initial certification or subsequent recertification in a given series.
4. Employees who can establish through proper documentation, as determined by the University, that they have successfully completed all exams as of the effective date of this Program in any one or more of the four series listed above will be paid the financial incentive offered for that series.
5. Employees shall be eligible for financial incentives only within those series that relate to their currently assigned duties. Specifically, employees assigned to perform general mechanic duties shall be eligible only for the financial incentives associated with the A Series and T Series. Employees assigned to perform body shop duties, in turn, shall be eligible only for the financial incentives associated with the B Series.
6. This Program shall become effective upon the date that this Memorandum is fully executed and shall remain in effect for twelve (12) months from that date. The parties may mutually agree in writing to extend the Program twelve (12) months beyond this initial twelve (12) month period.

AGREED TO BY:

Tony Cook

**Tony Cook, Business Representative
IBEW Local 51 Business Representative**

6/1/2018

DATE

Robb Craddock

**Robb Craddock
Assistant Director of Labor & Employee Relations
University of Illinois at Urbana-Champaign**

6/1/18

DATE