SUPPLEMENTAL WAGE AGREEMENT
TO THE
AGREEMENT BY AND BETWEEN THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF ILLINOIS
AND
LOCAL UNION NO. 138, INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE
OPERATORS OF THE UNITED STATES AND CANADA

WHEREAS THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS AND
LOCAL UNION NO. 138, INTERNATIONAL ALLIANCE OF THE THEATRICAL STAGE
EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED
STATES AND CANADA, entered into a Labor Agreement effective August 27, 2017 through
August 21, 2021 and;

WHEREAS ARTICLE XIII - Wages, Section 2. Hourly Rates Years Two and Three
states “The base salary of all bargaining unit members shall be increased in accordance with the
University of Illinois at Springfield’s campus salary program.” AND

WHEREAS the University of Illinois at Springfield’s campus salary program is being
considered as two percent (2.00%):

NOW THEREFORE it is agreed bargaining unit member salaries will be increased by the
campus salary program of 2.00% the rates will be as follows:

Hourly wage rates effective August 26, 2018 are as follows:

<table>
<thead>
<tr>
<th>Class</th>
<th>Hourly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Effective Date</td>
</tr>
<tr>
<td>Assembly Hall stagehand</td>
<td></td>
</tr>
<tr>
<td>Regular Hours</td>
<td></td>
</tr>
<tr>
<td>Extra Help Stagehand</td>
<td></td>
</tr>
<tr>
<td>Non-Yellow Card Shows</td>
<td></td>
</tr>
<tr>
<td>Yellow Card Shows</td>
<td></td>
</tr>
<tr>
<td>Extra Help Riggers</td>
<td></td>
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</tbody>
</table>

Pay will be calculated to the nearest one-quarter (1/4) hour except when a minimum call
guarantee requires otherwise.
ACCEPTANCE BY THE PARTIES

IN WITNESS WHEREOF, the union and the Employer have entered this Agreement by their duly authorized representatives signed on this 30th day of July 2018.

LOCAL UNION #138, INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE MACHINE OPERATORS OF THE UNITED STATES AND CANADA

[Signature]
Union Representative

[Signature]
Union Representative

[Signature]
APPROVED:
Interim Associate Vice President for Human Resources

[Signature]
Chief Spokesperson

[Signature]
Executive Director of Labor & Employee Relations & Special Counsel

APPROVED AS TO LEGAL FORM:

[Signature]
For University Counsel (date)