

COLLECTIVE BARGAINING AGREEMENT

by and between

**THE BOARD OF TRUSTEES
OF THE UNIVERSITY OF ILLINOIS**

and the

University Professionals of Illinois Local 4100

SUPPORT STAFF CHAPTER

SERVICE WORKERS BARGAINING UNIT

Effective August 31, 2025 – August 30, 2028

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ARTICLE 1. Entire Agreement

This contract made and entered by and between the Board of Trustees of the University of Illinois, a public corporation (hereinafter referred to as Employer), and the University Professionals of Illinois, Local 4100 (UPI) (hereinafter referred to as Union), representing certain staff employees of the Employer identified in Article 3 hereof.

In the acceptance of this Agreement, the parties recognize that numerous issues and proposals were raised in the bargaining process. Any issue or proposal not incorporated into this Agreement have been dropped by the parties. There are no agreements between the parties, written or oral, which are not expressly incorporated into this written Agreement. Each party agrees that the parties has reached this Agreement in good faith and that no unfair labor practice charges will be filed by either party concerning the negotiation process.

ARTICLE 2. Limitations

Section 1. Limitations

- A. This Agreement is subject to:
- 1) Applicable Federal and State laws and regulations issued thereunder as they may be amended from time to time;
 - 2) Rules and regulations of the State Universities Civil Service System of Illinois as they may be amended from time to time;
 - 3) Rules and regulations of the 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 and Rules as they exist on the effective date of this Agreement, or as amended; each of which is incorporated herein by reference.
- 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. The University reserves the right to modify or add policies, rules, and/or regulations which are permissive subjects of bargaining. The University shall notify the Union when considering a change to a policy, rule, or regulation which pertains to a mandatory subject of bargaining. The Union reserves the right to request bargaining prior to implementation of the change.

ARTICLE 3. Recognition

Section 1.

Pursuant to the Certification of the Illinois Educational Labor Relations Board, the Employer shall recognize the University Professionals of Illinois Local 4100 (UPI) as the exclusive bargaining representative for all persons in the bargaining unit.

- Building Service Worker
- Building Service Sub-Foreman
- Building Service Foreman
- Food Service Worker I
- Food Service Worker II
- Food Service Worker III
- Food Service Worker IV
- Housekeeper
- Kitchen Helper

Excluded are all employees excluded by the IELRA.

Section 2.

Any new classification covering the same work currently being performed by bargaining unit employees will become part of the bargaining unit covered by this contract.

Section 3.

If the inclusion of a new position classification into the bargaining unit is agreed to by the parties or found appropriate by the Illinois Educational Labor Relations Board, such classification shall be covered by this Agreement, and the parties shall negotiate as to the rate of pay.

ARTICLE 4. General Provisions

Section 1. Zipper Clause

The University and Union acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter within the area of collective bargaining as defined in 115 ILCS 5/1 et seq. and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The University and the Union hereby agree that for the life of this Agreement, each waives the right, and neither shall be obligated to bargain collectively with respect to: 1) any subject or matter specifically referred to or covered in this Agreement; 2) subjects or matters on which proposals were made during bargaining, but on which no agreement was reached.

Section 2. Scope

This Agreement sets forth all provisions concerning wages, hours, and conditions of employment established by the University and/or the Board of Trustees of the University of Illinois.

Section 3. Savings Clause

If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction, legislative action, or administrative agency having final authority over its provisions, such provisions will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect.

Not later than thirty (30) days after a written request by either party to bargain collectively, negotiations regarding a substitute provision(s) for the invalidated provision(s) shall commence.

Section 4. Extension of Benefits and Fees

All University and Board of Trustees of the University of Illinois employment benefits applicable to Civil Service employees shall apply to bargaining unit members. All University and Board of Trustees of the University of Illinois fees imposed upon Civil Service employees shall be applicable to bargaining unit members (this includes parking).

In the event of any change in the University policy or regulation concerning employment benefits, the parties agree to meet in consultation to determine whether the change or changes have any impact upon current bargaining unit members, and, if so, to negotiate concerning the impact of such change or changes.

Section 5. Non-Discrimination

Neither the University nor the Union shall discriminate against any bargaining unit member in accordance with state, federal, or University rules or regulations as may be modified from time to time.

Section 6. Employee Assistance Program

The University and the Union recognize the value of counseling and referral programs to bargaining unit members who have personal problems which interfere with the efficient and productive performance of their job duties and responsibilities. The University and the Union will, therefore, work collectively to support the Employee Assistance Program as established and provided by the University.

Section 7. Bargaining Unit Work

Subject to the provisions of this Agreement, the Employer will continue to attempt to assign work appropriate to bargaining unit classifications to bargaining unit employees. Nothing in this section is meant to prohibit sub-contracting or the use of non-bargaining unit employees to

supplement bargaining unit employees' work on a temporary basis as circumstances may arise which require the use of such employees. The Employer will continue to use student help in accordance with State Universities Civil Service System Statute and Rules 250.70(e).

Section 8. Bargaining Unit Information

The University will provide the Union a report of employees eligible for membership at least twice a year. The report should include: Name, home address, current classification, salary, full-time equivalency (FTE), department, and hire date.

In addition to the membership report, the University shall also provide the Union with a monthly report of individuals hired into bargaining unit positions, promotions, reclassifications, reallocations, layoffs, recall from layoffs, whether an employee is on a leave of absence (not the type of leave or reason for the leave), and separations.

Section 9. New Hire Orientation

The Union shall be permitted, at a time mutually agreed to by both the Union and the University, to conduct a one-half (1/2) hour orientation session during normally scheduled working hours for employees entering the bargaining unit for the first time. Attendance at the session by such employees shall be strictly voluntary and without loss of pay. The Union is authorized to have one (1) representative of the Union who is a University employee in attendance.

Section 10. Working Conditions

Both the University and the Union are committed to the need of bargaining unit members to work in a clean, safe, and healthy environment in accordance with state, federal, and University rules and regulations as may be modified from time to time.

ARTICLE 5. Management Rights

It is understood and agreed that the University possesses and retains the sole right and authority to operate and direct the affairs of the University in all respects, including, but not limited to, rights and authority exercised by the University prior to the execution of this Agreement, except as expressly modified by this Agreement. These rights include, but are not limited to:

- a) The right to determine its mission, policies, and to set forth all standards of service offered involving members, means, number of employees and budget;
- b) To plan, direct, control, and determine the operations of services and to direct bargaining unit members;
- c) To hire, assign, transfer, promote, suspend, discipline, dismiss, initiate discharge for cause, lay-off, or relieve bargaining unit members;
- d) To make, publish, and enforce rules and regulations;

- e) To introduce new or improved methods, equipment, or facilities; and,
- f) To take any and all actions as may be necessary in emergency situations as declared by the University.

The foregoing enumeration of management rights is not inclusive, but to indicate the type of matters and rights which belong to and are inherent to management and shall not be deemed to exclude other rights of management not specifically set forth. Specifically, all rights and responsibilities having to do with or encompassing inherent managerial policy or discretion regarding budget, organizational structure, standards of service, and selection and direction of bargaining unit members shall be within the purview of management.

ARTICLE 6. Union Rights

Section 1. Union Responsibility

The Union agrees that it will not conduct Union business during working hours nor in any way intimidate, threaten, or coerce any bargaining unit member. The Union agrees that, during the term of this Agreement, neither the Union nor any officer, steward, or member may solicit membership or engage in Union activity with bargaining unit members during their working hours.

Further, the Union agrees that members of the bargaining unit shall accept work assignments, comply with work schedules, and comply with rules established by the University insofar as they do not conflict with specific provisions of this Agreement.

Section 2. Use of University Mail

The Union shall be allowed to use the University mail system for the purpose of communicating with bargaining unit members regarding union business provided all such mail is individually addressed to each bargaining unit member by name and by office number, and in compliance with U.S. Postal Service Regulations.

Section 3. Request for Meeting Space

Requests for meeting space should be submitted to the University department responsible for assigning the type of space requested by the Union as far in advance as possible. Space shall be assigned by the University on a space available basis.

Section 4. Bulletin Boards

The Union shall use only those bulletin boards designated by the University as Union bulletin boards. The Union may post notices of meetings and other pertinent information of a non-controversial nature relating to Support Staff Chapter business. Such notices shall not defame the University or any individual employed by the University or the State of Illinois.

Section 5. Time Off/Compensation for Union Activities

Subject to the operating needs of the Employer, the Union President and/or Union Grievance Officer may be absent from work to attend 1) contract negotiations, 2) meetings with UPI officials regarding bargaining unit contract negotiations and/or contract administration, 3) meetings requested by the University Contract Administrator and/or Chief Negotiator for the University's bargaining team, 4) Union-Administration consultation meetings as provided in Article 7 of this Agreement, 5) meetings conducted by the University Administration under Article 18 of this Agreement when Union representation has been requested by the bargaining unit member, and 6) meetings relative to the disposal of grievances, provided he/she has notified his/her supervisor in advance, specified the anticipated length of time to be absent from work, and received permission for the period of absence from the supervisor.

Subject to the operating needs of the Employer, the Chief Negotiator for the Union bargaining team may be absent from work to attend 1) contract negotiations, 2) meetings with UPI officials regarding bargaining unit negotiations and/or contract administration, 3) meetings requested by the University Contract Administrator and/or Chief Negotiator for the University's bargaining team, and 4) Union-Administration consultation meetings as provided in Article 7 of this Agreement provided he/she has notified his/her supervisor in advance, specified the anticipated length of time to be absent from work, and received permission for the period of absence from the supervisor.

Subject to the operating needs of the Employer, the Union Treasurer may be absent from work to contact the Department of Employee Relations and Human Resources and the University Payroll office for the purpose of verifying the status of members of the bargaining unit regarding dues deductions and/or fair share deductions provided he/she has notified his/her supervisor in advance, specified the anticipated length of time to be absent from work, and received permission for the period of absence from the supervisor.

The Union President, Union Grievance Officer, Chief Negotiator, and Treasurer for the Union will receive his/her regular rate of pay for time away from work to engage in any of the activities enumerated in this section provided such activities occurred during his/her regular work shifts. Overtime shall never be incurred by the Employee for time spent in engaging in these activities.

Subject to the operating needs of the Employer, members of the Union may be granted release time from work to attend a contract ratification vote for no more than 30 minutes. The 30 minutes may be taken in conjunction with the bargaining unit members' lunch period.

ARTICLE 7. Union-Administration Consultation

Section 1. Labor Management Meetings

Representatives of the Union, and the University, shall meet at agreed upon times to discuss matters of mutual concern relating to the interpretation, application, or administration of this Agreement, matters of safety and health, or other areas of interest as agreed upon in advance. The number of representatives for each of the parties shall normally be limited to two (2) in number. Upon mutual agreement, additional representatives for either party may be included. Such consultations shall be held upon request of either party. It is agreed by the parties that grievances shall not be discussed at Union-Administration Consultations.

Section 2. Meetings with the Chancellor

The UIS Chapter President of UPI, and no more than two (2) additional representatives affiliated with UPI shall be afforded an opportunity to meet with the UIS Chancellor and the chancellor's designee(s) at least twice a year (once a semester). It is the Union's responsibility to contact the Office of the Chancellor within the first thirty (30) days of the semester to schedule a meeting.

ARTICLE 8. Dues Deduction

Section 1. Dues Deduction

The University Administration will deduct Union membership dues, in an amount established by the Union and certified in writing by the Union's treasurer to the University Administration, from the salary of a bargaining unit member who gives the University Administration written authorization to make such deduction.

Section 2. Dues Remittance

Prior to the deadline for payroll entry at the beginning of each fiscal year, the Union shall transmit to the University Administration a list of bargaining unit members for whom dues are to be deducted and the exact amount to be deducted from the salary of each member. Any additions to the list during the fiscal year shall be transmitted by the Union to the University Administration. Dues deducted will be remitted to the Union treasurer or other official designated in writing by the Union. In the event that the Office of the State Comptroller fails to forward to the UPI a list of the bargaining unit members from whose salaries such deductions were made and the amounts deducted, the University will supply the UPI such a list.

Section 3. Termination of Dues Deductions

Dues deductions shall continue until the Union advises the University in writing to stop the dues deduction.

Section 4. Direct Collection of Union Dues

The University Administration shall not be under any obligation to make any deductions for dues if any bargaining unit member's pay within any pay period, after deductions for State insurance and deductions required by law, including but not limited to withholding tax and bargaining unit member contributions to the State Universities Retirement System, is less than the amount of authorized deductions. In such event, it will be the responsibility of the Union to collect dues for that period directly from the bargaining unit member.

Section 5. Notification of Change in Union Dues

The Union shall give written notice to the University Administration of any changes in its dues at least thirty (30) days prior to the effective date of any such change.

Section 6. Indemnification/Union Responsibility

The Union shall indemnify, defend, and hold the University, its members, officials, agents, employees, or representatives harmless against any claim, demand, suit, or any form of liability (monetary or otherwise), including attorney's fees and costs arising from the deduction of membership dues established by the Union and communicated to the University Administration in compliance with this Article. The Union assumes full responsibility and liability for the disposition of monies deducted from the salaries of bargaining unit members for Union dues once such monies have been remitted to the officer designated by the Union to receive such remittance. The Union shall promptly refund to the University any funds received pursuant to this Article which are in excess of the amount of dues which the University Administration has agreed to deduct or any funds received pursuant to this Article which have been deducted in error.

Section 7. Fines/Penalties/Special Assessments

Nothing in this Article shall require the University Administration to deduct Union fines, penalties, or special assessments from the salary of any bargaining unit member. Other deductions authorized by individual bargaining unit members shall not be prohibited by this Section.

Section 8. Limitations

The University shall not be liable to the Union by reason of the requirements of this Article for the remittance of payment of any sum other than constituting authorized deductions for Union dues from the salaries of bargaining unit members who authorize such deductions. The University Administration's obligation under this Article is limited to remitting to the Union the sum or sums actually deducted from wages earned.

ARTICLE 9. Hours of Work

Section 1. Workday/Work Week

The standard work week as established by the University for Food Service Workers begins at 12:01 a.m. Sunday morning and ends at 12:00 midnight the following Saturday evening. The standard work week schedule for Food Service Workers shall be 37.5 hours consisting of no more than five (5) working days, Sunday through Saturday. The standard workday shall consist of 7.5 consecutive hours (not including lunch).

The standard work week for Building Service Workers shall be 37.5 hours consisting of no more than five (5) consecutive working days, Sunday through Saturday. The standard workday shall consist of 7.5 consecutive hours (not including lunch).

Members of the bargaining unit employed on a full-time basis may request "flex-time" consideration for starting and ending times other than the 8:30 a.m. – 5:00 p.m. schedule. Requests for a flex-time work schedule must be made in writing to the employee's supervisor and submitted for final approval to the Director of Human Resources.

Members of the bargaining unit may request a deviation of the recognized work week schedule in writing to the employee's supervisor and submitted for final approval to the Director of Human Resources. Deviations from the basic work week may be approved in accordance with the operating needs of the University.

Section 2. Meal Periods

Each workday shall be broken by a lunch period approximately mid-shift of not less than one-half (1/2) hour and not more than one (1) hour at times established by the University.

Bargaining unit members who are required to work four (4) or more consecutive hours before or after their regular hours of work on the same workday shall receive an additional one-half (1/2) hour meal period at times to be arranged by the supervisor. This meal period shall be considered as time worked for the purpose of overtime computation. In addition, bargaining unit members shall receive a \$12.50 meal compensation allowance for such meal period.

Section 3. Rest Periods

Members of the bargaining unit shall be permitted a paid rest period of fifteen (15) minutes during each half day of work as permitted by the operating needs of the University. A rest period shall be preceded and followed by an extended period of work; thus, it may not be used to cover a bargaining unit member's late arrival or early departure, nor may rest periods be utilized to extend the lunch period. Rest period are not accumulative if not taken.

Section 4. University Closure

In the event the University is closed (this must be an entire campus closure) by the Chancellor due to severe weather or other conditions, members of the bargaining unit scheduled to work, except those in essential services, will be allowed time off with pay for the scheduled work time

during the period that the University is closed. In the event employees in essential services are not able to make it to work during a time the University is closed, accrued leave time must be used to cover the absence, or the employee may be considered absent without pay. Those bargaining unit members required to work during closure shall be compensated at the premium rate of one and one-half (1/2) times their basic straight rate of pay in addition to their regular pay for the hours worked during which the University is closed. Bargaining unit members on work shifts not affected by the closing or who had scheduled time off prior to the announced closing are not eligible for premium pay for the hours the University is closed.

Section 5. Overtime

Overtime is defined as all hours worked at the direction of the University in excess of the work week as described in Section 1 of this Article. Food Service Workers shall receive overtime compensation at the rate of one and one-half (1-1/2) times their regular rate for all hours worked in excess of 37.5 hours in a given work week, or 7.5 hours in a given workday.

When a bargaining unit member who has received University authorization voluntarily attends training seminars or other educational meetings, time spent at such meetings and travel time to and from such meetings shall not be considered as time worked for purpose of overtime computation.

All hours in pay status shall be counted as hours worked for the purposes of overtime.

Section 6. Overtime Compensation

Bargaining unit members required to work overtime as set forth in Section 5 above shall be compensated either in cash or compensatory time as determined in advance and approved in writing by the supervisor on the appropriate attendance report. Pyramiding of premium rates of pay shall never be allowed.

Cash payment for overtime hours worked, including work performed on the bargaining unit member's first consecutive scheduled day off, shall be at one and one-half (1-1/2) times his/her regular straight time hourly rate. Work performed on the bargaining unit member's second consecutive scheduled day off shall be compensated at two (2) times his/her regular straight time hourly rate. Consecutive days are defined as any day that follows directly after another day. Consecutive days may span two time periods.

Compensatory time for overtime hours worked, including work performed on the bargaining unit member's first consecutive scheduled day off, shall be at the rate of one and one-half (1-1/2) hours for each hour of overtime worked. Compensatory time for overtime worked on the bargaining unit member's consecutive scheduled day off shall be at the rate of two (2) hours for each hour of overtime worked. Consecutive days are defined as any day off that follows directly after another day. Consecutive days may span two time periods.

Bargaining unit members who do not have two consecutive days (Consecutive days are defined as any day that follows directly after another day.) off shall receive one and one-half (1-

1/2) times his/her regular straight time hourly rate on their first regularly scheduled day off in the work week (as defined in Section 1 of this Article), and two (2) times his/her regular straight time hourly rate for overtime on their second regularly scheduled day off. Compensatory time shall be accrued at a rate of time and one-half (1-1/2) hours for each hour of overtime worked, and two (2) hours for each hour of overtime worked on his/her second regularly scheduled day off.

A bargaining unit member may accumulate up to a maximum of seventy-five (75) hours of compensatory time. Accumulated compensatory time may be utilized at times agreed to by the bargaining unit member and his/her immediate supervisor. Compensatory time shall be utilized in one-tenth (1/10) hour increments.

Section 7. Call Back Pay

A non-exempt bargaining unit member who is called back to work after completing a regular workday will receive a minimum of two (2) hours of pay at the appropriate overtime rate. A non-exempt member of the bargaining unit who is called to work on a regularly scheduled day off shall receive a minimum of four (4) hours for that day at the appropriate overtime rate.

Section 8. Schedule Changes

A. Food Service Worker Schedule Posting

Work schedules for Food Service Workers shall be posted by 2:00 p.m. on the Friday preceding the start of the next work week.

To facilitate the development of the weekly work schedule, bargaining unit members shall request time off for the coming week no later than 10:00 a.m., of the day the schedule is to be posted. This does not preclude bargaining unit members from submitting requests for time off where a doctor's (or other medical professional) appointment must be set up on short notice.

B. Temporary Work Schedule Changes

In the event that an employee (except FSW IV's) covered by this Agreement's schedule changes temporarily, he/she shall be notified by phone (if the employee has a phone number on file with the University) within 72 hours, or if they don't have a phone number on file, during the first work shift after the employer becomes aware of the need to change their schedule.

C. Building Service Worker Permanent Work Schedule Changes

In the event that an employee is being reassigned by management to another work schedule with the intent of it being permanent, the unit shall provide the bargaining unit member fifteen (15) working days' notice prior to the effective date of the change.

Section 9. Voluntary Overtime Procedures, Building Services

This voluntary overtime procedure does not modify the University's right or procedures for mandatory overtime or emergency overtime policies and procedures.

A. Special Events and BSW Overtime in Student Affairs

Bargaining unit employees working within the Building Custodial Services Series (Building Service Workers, Building Service Sub-Foreman, and Building Service Foreman) may request to sign up for voluntary overtime. Requests to be added (or removed) from the voluntary overtime list should be submitted to the bargaining unit employee's supervisor in writing. The supervisor will add (or remove) the employee's name from the list within five (5) working days from receipt of the written request. Bargaining unit members may not be added to the list until successfully completing probation.

Each department with supervisory authority over bargaining unit members in the Building Custodial Services Series shall maintain one (1) voluntary overtime list for Building Service Workers, Building Service Sub-Foreman, and Building Service Foreman. Bargaining unit members are not eligible for voluntary overtime between lists unless one of the other units has exhausted their voluntary overtime list and has not obtained sufficient staffing. The unit reserves the right to mandate one (1) bargaining unit member from their unit prior to contacting the administrator of another voluntary overtime list.

The unit may then contact the administrator of another voluntary overtime list to obtain the additional staffing. Administrators of the voluntary overtime list shall first contact other voluntary overtime list administrators within their division prior to contacting a list administrator outside of their division. If they are still unable to meet their staffing needs for the overtime assignment, the list administrator may contact another list administrator outside of their division.

Overtime assignments shall be offered to the most senior bargaining unit member on each respective list (as overtime assignments are available for each respective list). The University shall continue down the lists in seniority order until all overtime opportunities have been filled. In the event that management determines it is necessary to have a lead present (Sub-Foreman or Foreman) during the overtime shift, the next available lead on the overtime list shall be offered the first opportunity for the overtime assignment (the lead would then be rotated to the bottom of the list). If a unit does not currently staff a lead (Sub-Foreman or Foreman), one may be requested from another unit's overtime list. Upon acceptance of a voluntary overtime assignment, the bargaining unit member shall be rotated to the bottom of the list. Denial of an opportunity to work overtime shall result in the employee being rotated to the bottom of the voluntary overtime list. Bargaining unit members who do not return the phone call within one (1) hour shall be rotated to the bottom of the list. Bargaining unit members who return the phone call within one (1) hour shall maintain their current position on the list. When management is attempting to fill an

overtime assignment with less than three (3) days' notice, the failure of a bargaining unit member to answer a phone call shall not delay managements' attempt to fill the overtime opportunity.

In the event of a campus emergency which results in a health or safety issue or extreme loss of University property, management will utilize the voluntary overtime list to fill any overtime needs. The overtime list will be utilized until sufficient employees have responded. No one will be rotated to the bottom of the list in these circumstances (even those who choose to work the overtime). The voluntary overtime lists, and hours worked, shall be available upon request from the members of the supervisory staff. The list, and hours worked, shall be provided upon request to the Union Chapter President. The University shall endeavor to provide the list to the Union Chapter President on a quarterly basis if the Chapter President has not requested the list.

B. Overtime in Regularly Assigned Spaces (Facilities and Services Only)

In the event there is an overtime opportunity in a workspace that has a Building Service Worker, Building Service Sub-Foreman, or Building Service Foreman assigned to that area (regular workspace), the employee assigned to that area shall have the first right of refusal for the overtime assignment. If the employee declines the overtime, the supervisor may then offer the overtime in accordance with the process outlined under A. Special Events to cover the overtime.

ARTICLE 10. Holidays

Section 1. Holidays

The University calendar establishes the number and dates of official holidays and/or other workdays the University is declared officially closed by the Chancellor. Those holidays or other workdays are:

New Year's Day

Martin Luther King, Jr. Day

Memorial Day

Juneteenth

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Four (4) holidays designated by the President of the University, two (2) of which are designated as floating holidays pursuant to the Chancellor's Holiday memorandum.

In the event the University adds additional holidays to the holiday schedule, they shall be extended to employees represented by the bargaining unit.

Employees shall receive holiday pay for an entire campus closure as designated by the Chancellor. Such campus closure shall not be considered as a floating holiday. Employees shall make requests for floating holidays to their supervisor for approval. Holidays which fall on Saturday will normally be observed on the preceding Friday and holidays which fall on Sunday will normally be observed the following Monday.

Section 2. Holiday Observance

Bargaining unit members who are scheduled to work other than a Monday-Friday schedule and who are not scheduled to work on a University holiday will be eligible to take off a regularly scheduled workday with pay at a mutually agreeable time within thirty (30) days after the holiday, or if mutually agreed upon by the employee and supervisor, receive an additional day's pay at the regular rate. Such payment shall not count toward overtime computation. When a work shift bridges two (2) calendar days, one (1) of which is a holiday, the shift that begins the calendar holiday will be recognized as the holiday shift.

Section 3. Pay for Work on a Holiday

Whenever a bargaining unit member is required to work on any of these holidays, he/she shall receive compensation at the premium rate of one and one-half (1-1/2) times his/her basic straight rate of pay in addition to his/her regular pay.

Section 4. Holidays During Vacation or Sick Leave

Whenever a holiday occurs while a bargaining unit member is on approved vacation or sick leave, such holiday shall be paid and shall not be charged against his/her vacation or sick leave.

Section 5. Holidays Considered Overtime Earning

Whenever a holiday occurs within a bargaining unit member's scheduled work week, the holiday shall be considered part of the work week for the purpose of computing overtime.

Section 6. Holiday Pay for Part-Time Bargaining Unit Members

Whenever a holiday occurs during a part-time bargaining unit member's regular work schedule, the bargaining unit member shall be paid for the number of hours that he/she would normally have been scheduled to work.

Section 7. Gift Days

Employees represented by this Agreement observe the same gift days as non-union employees. A gift day is a paid day (use of benefit time is not required) provided to leave benefit eligible employees. Unused gift days are not paid out at the time of separation and do not roll over into the next fiscal year. Essential workers required to work on a gift day will be compensated as outlined in Article 10, Section 3.

ARTICLE 11. Vacation Leave

Section 1. Vacation Earning

Bargaining unit members shall earn and utilize vacation benefits according to this Article. Vacation shall be credited to a bargaining unit member's leave balance each pay period according to the number of hours in regular pay status. Bargaining unit members who have less than full-time appointments will earn vacation leave on the basis of their appointment percentage.

Section 2. Vacation Accumulation

Prior employment with the State of Illinois or a public university in Illinois which qualified for the earning of vacation benefits shall, upon verification, be made continuous with present employment for purposes of determining consecutive years of service for new employees. It is the responsibility of each employee to provide verification of prior State service. The effective date for crediting the prior service will be the date the verification is received in the Department of Human Resources.

Vacation leave for members of the bargaining unit shall be earned as follows to the maximum accumulation:

Years of Service Completed		Rate Earned Per Hour of Pay Status Service	Approximate Leave Days Earned in One Year	Approximate Maximum Accumulation
At Least	Not More Than	(Exclusive of Overtime)		Days
0	3	0.0462	12	24
3	6	0.0577	15	30
6	9	0.0692	18	36
9	14	0.0808	21	42
14		0.0962	25	50

Upon reaching the maximum accumulation, no further vacation leave will be earned except as the accumulation is reduced.

Section 3. Payment for Vacation

If a bargaining unit member separates from employment with the University for a period of more than thirty (30) days for any reason other than layoff with a scheduled date for return, payment for earned and unused vacation time and compensatory time shall be made in accordance with applicable law.

Section 4. Utilization of Vacation Leave

Vacation leave may be utilized in increments of one-tenth (1/10) hours or more and shall be authorized in advance by the supervisor. In determining whether to approve requests for

utilization of vacation leave, the supervisor shall consider the operating needs of the University as well as the bargaining unit member's preference.

ARTICLE 12. Sick Leave

Section 1. Earning Rates

Bargaining unit members shall accumulate paid sick leave without limit at the rate of .0462 hours for each hour, exclusive of overtime, that he/she is in pay status, or approximately twelve (12) days per year.

Section 2. Utilization of Sick Leave

Accumulated sick leave may be used for illness of, injury to, or need to obtain medical or dental consultation for the employee, the employee's spouse, children, or parents, including parents-in-law, brother, sister, mother/father-in-law, daughter/son-in-law, sister/brother-in-law, grandparents, or grandchildren. "Children" include biological, adopted, foster, stepchildren, legal wards, or those children for which an employee is standing *in loco parentis*. "Parent" is defined as biological parent, stepparent, or an individual who stood *in loco parentis* to the employee. Sick leave may also be used for the above reasons for a member of the employee's household.

An employee may use sick leave for pregnancy. During the 12-month period immediately following the adoption or birth of a child, sick leave may be used for a period of time, not to exceed 12 weeks, to care for that child. The use of accrued sick leave for Family and Medical Leave purposes does not extend the 12-week Family and Medical Leave entitlement. For bargaining unit members, the use of accrued sick days is on a "last in-first out" (LIFO) basis. Effective January 1, 1998, the use of accrued sick days will be in accordance with state law which provides the following order:

1. Sick leave accumulated before January 1, 1984.
2. Sick leave accumulated on or after January 1, 1998.
3. Sick leave accumulated on or after January 1, 1984, but before January 1, 1998.

If the State law changes, the above order will be amended to comply with state law.

Sick leave may be utilized in only one-tenth (1/10) hour increments. Absences for scheduled medical or dental visits or stays in the hospital must be authorized in advance by the supervisor.

In the event of absence due to accident, injury or illness, the bargaining unit member shall endeavor to notify his/her supervisor prior to the start of the work shift, but no later than one-half (1/2) hour after he/she is scheduled to begin their work shift. A bargaining unit member who is unable to contact his/her immediate supervisor shall notify his/her department or division head.

In the interest of public safety, bargaining unit employees employed in the police department building shall notify his/her supervisor or the shift supervisor on duty no later than one-half (1/2) hour before he/she is scheduled to begin their work shift. If the bargaining unit member is unable to contact his/her immediate supervisor, he/she shall notify the shift supervisor on duty.

The provisions of this Article are applicable to sickness or disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom.

Section 3. Evidence of Illness

The University reserves the right to require evidence of illness, injury, or disability before allowing utilization of any sick leave benefits. A bargaining unit member who has been absent from work due to illness for three (3) consecutive workdays (or who has a pattern of abusing sick leave benefits) may be required to submit a physician's statement. A bargaining unit member who has been absent from work due to illness or injury for five (5) consecutive workdays, or who has been hospitalized, must submit a physician's statement substantiating the reason for the absence and releasing him/her to return to work. Employees will be advised in writing when a pattern of abusing sick leave has been established.

In the event a bargaining unit member fails to provide a physician's statement when requested, or utilizes sick leave for purposes other than those specified in this Agreement, sick leave utilized during the period of absence shall be restored to his/her accumulated sick leave and other accumulated leave time will be utilized or the bargaining unit member will be considered absent without pay.

Section 4. University of Illinois at Springfield (UIS) Shared Benefits Program (SBP)

Bargaining unit members who are eligible (i.e., have a combined total of 11 sick and vacation days accumulated), may participate in the shared benefits (sick leave) pool by donating one (1) or more sick leave or vacation day(s). Employees are not required to utilize shared benefits time in full-day increments.

Section 5. Transfer of Benefit Credits

Bargaining unit members who are selected for employment by the University and enter such employment without a break in service of more than one hundred twenty (120) days following employment with any other Illinois public university or State agency shall be credited with that amount of accumulated sick leave credited to the bargaining unit member on the last day of service with the previous employer provided that payment for unused sick leave was not received by the bargaining unit member.

Section 6. Temporary Work Schedule Changes

In situations where an employee has returned from an extended medical leave of absence taken as a block of time and does not have sufficient paid time off to cover follow up appointments, supervisors are encouraged to consider employee requests to flex their

schedule during the day/week of the appointment to attend the appointment and remain in paid status.

ARTICLE 13. Leaves and Other Absences

Employees represented by this Agreement are entitled to leaves of absence in accordance with this Article. In the event that leave of absence benefits are enhanced for non-union Civil Service employees, employees covered by this Agreement shall be extended the same enhancements.

Section 1. Excused Absences with Pay/Approved Events

Bargaining unit members may be released from work with pay, University operations permitting, and subject to prior approval from their supervisors, to participate in Approved Events, as designated by the Associate Vice President for Administration and Human Resources or by the Chancellor. The Associate Vice President for Administration and Human Resources shall publish and maintain lists of Approved Events that are recognized University-wide or in the University Administration offices. The Chancellor or a designee shall be responsible for the designation or approval of Campus-Approved Events.

Activities designated as University Approved Events are listed under Policy and Rules, Regulation 11.121.

Section 2. Military Leave

Leaves for military service are covered by applicable state and federal laws and regulations as may be amended from time to time. Requests for any type of military leave must be submitted in accordance with University policies with supporting documentation.

Section 3. Jury Duty

Bargaining unit members shall be allowed jury duty leave in accordance with 705 ILCS 305/4.1 as may be amended from time to time. Such leave will be allowed with pay if the bargaining unit member gives the University one (1) weeks' notice and a copy of the jury duty summons.

Section 4. Leave for Voting

Bargaining unit members may be excused from work without pay on the day of a Federal, State, or Municipal election for a period of time not to exceed two (2) hours. Such request must be made before the day of an election.

Section 5. Religious Observances

The University accepts its responsibility under existing Federal law which provides that an employer must make reasonable accommodation to the religious needs of employees. The University will attempt to accommodate bargaining unit members who request to utilize vacation time for religious observances.

Section 6. Special Leave

Special leave without pay may be granted for the purpose of continuing the employee status of an individual whose performance record warrants it and who requests such leave for sufficient cause; for example, a) an employee who wants to accompany a spouse who is on sabbatical leave, b) an employee who has exhausted sick and disability benefits and Family and Medical Leave and who is still unable to work, or c) an employee engaged in public interest work or in furthering his or her education.

Reemployment following special leaves is subject to a thirty (30) day availability period at the end of the leave. The availability rule will commence thirty (30) calendar days prior to the end of the leave. During the availability period, the campus Human Resources office will make arrangements to return the employee to the department and position from which leave was granted, or to place the employee in another position in accordance with the employee's seniority rights. The employee shall report to duty upon ten (10) working days' notice from the campus Human Resources office. The regulations for Special Leaves are as follows:

A. Request for Special Leave

A request for special leave shall be in writing and must be approved by the campus Human Resources office. The date for termination of the leave must allow for a thirty (30) day availability period.

B. Return from Leave

The campus Human Resources office shall maintain periodic contact with an employee during the availability period to plan appropriately for the employee's reinstatement. The campus Human Resources office shall coordinate reinstatement of the employee in accordance with the terms of the leave of absence which was originally granted.

Section 7. Parental Leave

Bargaining unit members are eligible for parental leave in accordance with University policies and procedures. A bargaining unit member requesting parental leave must submit a parental leave application to the leave coordinator at the University prior to the qualifying event.

Upon approval of a bargaining unit member's application, the bargaining unit member shall be granted parental leave with pay for up to six (6) weeks following the birth of a child, or upon either the initial placement or the legal adoption of a child under 18 years of age. Parental leave will be available to the birthing parent in cases of stillborn or newborn fatality if the child was at least 25 weeks gestation.

Parental leave is limited to one leave per twelve-month academic appointment year. A bargaining unit member who resigns employment before or at the expiration of the parental leave normally shall be required to reimburse the University for the cost of wages paid during the leave.

Parental leave is automatically counted toward the twelve-week entitlement under the Family and Medical Leave policy for eligible bargaining unit members.

Section 8. Funeral/Bereavement Leave

Bargaining unit members in an apprentice, intern, contract, status appointment, or in a provisional appointment intended to be permanent are eligible for paid and/or unpaid funeral/bereavement leave in accordance with University policy.

A. Paid Leave

Bargaining unit members are eligible for five (5) days of paid funeral/bereavement leave for the death of a father, mother, sister, brother, grandparents, spouse, domestic partner, civil union partner, child and grandchild (including those of same-sex domestic partner or civil union partner), and members of the employee's household. Biological, in-law, adopted, foster, legal wards, step or *in loco parentis* relationships are considered as immediate family under this policy. In-laws are defined as: grandparents-in-law, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law (this includes in-laws in these categories for a same-sex domestic partner or civil union partner).

Bargaining unit members are eligible for one (1) day paid funeral/bereavement leave for the death of other relatives. Other relatives are defined as: aunt, uncle, niece, nephew, or cousin of the employee. Such relatives are regarded as members of the immediate family only if in residence in the employee's household.

The number of hours of authorized absence with pay for a day of funeral/bereavement leave is defined as: 1/5 of the full-time weekly work schedule of the employee classification times the employee's percent time of appointment. These hours multiplied by the eligible employee's regular straight-time hourly rate (or benefit hourly rate) equals the amount of funeral/bereavement leave to be paid. Paid funeral/bereavement leave may be used only on days an employee is scheduled to work.

B. Unpaid Leave

In accordance with the Illinois Family Bereavement Leave Act (820 ILCS 154) and applicable University policies, bargaining unit members that are eligible for Family and Medical Leave under the Family and Medical Leave Act of 1993 are eligible for unpaid Family Bereavement Leave. Bargaining unit members are entitled to up to ten (10) days of bereavement leave (paid and unpaid combined) for a qualifying event. Bargaining unit members may choose to use paid benefit time to remain in benefit status when using the unpaid bereavement leave time, but this does not change the bereavement leave entitlement. Bargaining unit members wishing to use unpaid bereavement leave must submit the leave application and required documentation to the leave coordinator in Human Resources for review and approval.

C. General Provisions

Paid University Funeral/Bereavement Leave is generally expected to be taken within sixty (60) days after the employee receives notice of the death.

For purposes of application for funeral/bereavement leave, relationships existing due to marriage will terminate upon the death or divorce of the relative through whom the marriage relationship exists. Current marital status will be defined in accordance with Illinois State law.

An employee (or their supervisor) who cannot, because of special circumstances, return to work at the completion of the allowable funeral/bereavement leave days shall contact the leave coordinator in Human Resources to discuss options. If additional leave time is approved, an employee may take such leave without pay or may use accrued benefit time.

Section 9. Disability Leave

Upon exhaustion of all available sick leave and compensatory time, if any, a bargaining unit member who is unable to perform the duties of his/her assigned position as certified by the bargaining unit member's physician shall be eligible for an unpaid disability leave. Disability leave shall expire sixty (60) days after certification of the disability.

Bargaining unit members on disability leave shall not continue to earn vacation and sick leave benefits. Bargaining unit members on disability leave will continue to receive employer paid health and life insurance benefits. Non-employer paid benefits shall be the responsibility of the bargaining unit member.

Section 10. Unscheduled Absence from Work

A member of the bargaining unit who is unable to report to work or return to work due to a bonafide emergency shall notify his/her immediate supervisor no later than one-half (1/2) hour after work is to start or resume. Failure to properly notify the supervisor may result in a non-approved absence. A bargaining unit member who is unable to contact his/her immediate supervisor shall notify his/her department or division head. If the supervisor approves the absence, the bargaining unit member may cover the absence with vacation, compensatory time, or unpaid leave.

Section 11. Leave for Family Responsibility

A bargaining unit member who has completed his/her probationary period may request a leave of absence without pay for the purpose of meeting or fulfilling responsibilities, as defined in sub-section D below, arising from the bargaining unit member's role in his/her family or as head of the household. A leave for family responsibility is a category of personal leave.

- A. Any request for such leave shall be submitted in writing to the appropriate supervisor and state the purpose of the leave, the date the requested leave would begin, the expected duration of the leave, and any additional information required by University operations.

- B. "Family Responsibility" for purposes of this Section is defined as the duty or obligation perceived by the bargaining unit member to provide care, full-time supervision, custody or non-professional treatment for a member of the bargaining unit member's family under circumstances temporarily inconsistent with uninterrupted University employment.
- C. For purposes of this Section, "family" is defined as father, mother, sister, brother, spouse, children, grandparent, and grandchildren. Biological, adopted, foster, legal wards, step, in-law, or *in loco parentis* relationships.
- D. Standards for granting a Family Responsibility Leave are:
 - 1. To provide nursing and/or custodial care for the bargaining unit member's newborn infant, whether natural born or adopted;
 - 2. To care for a temporarily disabled, incapacitated, or bedridden member of the bargaining unit member's family;
 - 3. To furnish special guidance, care, or supervision of a member of the bargaining unit member's family.
- E. If the University requires substantiation or verification of the need by the bargaining unit member for such leave, the substantiation or verification shall be consistent with and appropriate to the reason cited in requesting the leave.
- F. Such leave shall be for a period not to exceed ninety (90) days.
- G. If the University has reason to believe that the condition giving rise to the stated need for such leave no longer exists during the course of the leave, it shall require further verification or substantiation and, if appropriate, direct the bargaining unit member back to work on a certain day.

Failure of a bargaining unit member upon reasonable request by the University to provide such verification or substantiation on a timely basis shall be cause on due notice for termination of the leave.

- H. Such leave shall not be used for the purpose of securing alternative employment. A bargaining unit member during such leave may not be gainfully employed full-time, otherwise the leave shall terminate.
- I. Upon expiration of such leave, or prior to such expiration by mutual agreement between the bargaining unit member and the University shall return the bargaining unit member to the same position that the bargaining unit member held immediately prior to the commencement of the leave.

Bargaining unit members on leave for family responsibility shall not continue to earn vacation and sick leave benefits nor receive employer paid health and life insurance benefits. Non-employer paid benefits shall be the responsibility of the bargaining unit member. The University may require that all accrued vacation and compensatory time, if any, be used before a leave is granted.

Section 12. Illinois Paid Leave for All Workers

The parties recognize the paid leave provided to bargaining unit members covered under this Agreement exceed the benefits set forth in the Paid Leave for All Workers Act (820 ILCS 192). As such, the parties agree bargaining unit members are not entitled to the Paid Leave for All workers time.

ARTICLE 14. Personnel Files

Section 1. University Personnel Files

The University Administration may maintain any files necessary for effective administration. There shall also be established a University Personnel File maintained in the Division of Employee Relations for each bargaining unit member that shall contain documents regarding the member's employment status and work performance. All such official personnel records relating to any bargaining unit member shall be kept in his/her official Personnel File.

Section 2. Examination of University Personnel Files

At his/her request, each bargaining unit member shall be furnished, without cost, a copy of all documents in his/her file. Additional copies may be made available at cost to the bargaining unit member.

Section 3. Recorded Log

The custodian of Personnel Files shall maintain an official record of all persons who view the contents of the bargaining unit member's Personnel File. The following information about the reader of each file shall be recorded on a log of readers to be kept in each bargaining unit member's file:

- A. The name and position of the reader;
- B. The date that the reader received and returned the file;
- C. The purpose for which the file was read; and
- D. The signature of the reader.

Section 4. Right to Respond

The bargaining unit member shall have the right to answer in writing any material filed in his/her personnel file, and his/her answer shall be attached to the file copy.

Section 5. Notification

A copy of any disciplinary action or material related to work performance, except performance evaluations as provided for in Article 17 of this Agreement, shall be provided to the bargaining unit member (the bargaining unit member must sign a written receipt) or sent by certified mail (return receipt requested) to his/her last home address appearing on the records of the University. It is the obligation of each bargaining unit member to provide the University with his/her current address.

ARTICLE 15. Personnel Matters and Work Rules

Section 1. Use of Office Equipment

No equipment or supplies shall be used for profit either during or outside of work hours. Equipment and supplies shall be defined as anything in these categories purchased by and for use of the University including, but not limited to, computers, word processing equipment, software, copy machines, and other normal office supplies.

Section 2. Computer Access

Upon approval by the employee's supervisor and operations permitting, all bargaining unit members will be allowed access to computers with internet access during work hours for the purpose of conducting University business.

Section 3. Outside Employment

Members of the bargaining unit shall not engage in outside employment which may conflict with their employment at the University and shall not use their position or work related information or equipment for personal gain.

Section 4. Identification Cards

Each bargaining unit member shall obtain an official University identification card within thirty (30) days of appointment by the University.

Section 5. Work Attire

Bargaining unit members within the food service unit may be required to wear predetermined work attire (uniforms). Food Service Worker I's, II's, and III's who are required to wear uniforms shall be provided three (3) shirts and two (2) hats at the University's expense. Members should direct their requests for new uniforms to his/her immediate supervisor on or within three (3) weeks of their anniversary date.

Food Service Worker IV's shall be provided three (3) chef's coats, two (2) with the logo and embroidered name, and two (2) hats at the University's expense. The embroidered chef's coat shall be worn only for special events (or as designated by their supervisor). Members should direct their requests for new uniforms to his/her immediate supervisor on or within three (3)

weeks of their anniversary date. Food Service Worker IV's may be permitted (with prior approval of their supervisor) to wear non-University issued chef coats.

Bargaining unit members working within the building service worker series may be required to wear predetermined work attire (uniforms). The uniform/shirt itself shall not be physically altered. The employee is responsible for the maintenance/cleaning, care and accountability of their uniform. The number of days they may be required to wear the uniforms may vary from unit to unit. Building Service Workers, Building Service Sub-Foreman, Building Service Foreman who are required to wear uniforms shall be provided five (5) shirts, and two (2) sweatshirts (or long sleeve t-shirts).

In the event that a Building Service employee's uniform becomes damaged beyond repair and/or cleaning in the performance of their duties, the employee may request a replacement uniform from their unit supervisor. The employer agrees to replace such uniform item at no cost to the employee upon receipt of the damaged item from the employee. Should the employer provided uniform be lost or damaged due to purposeful or intentional alterations, the employee may be financially responsible for the replacement of that uniform.

Section 6. Resignations

The effective date for resignation will be the last day actually worked. Bargaining unit members who resign their employment with the University should give their supervisor two (2) weeks written notice.

Following notification to the appropriate supervisor, a bargaining unit member who wishes to resign should contact the Office of Human Resources to arrange an exit interview and sign a resignation form.

It is the bargaining unit member's responsibility to see that all University property, materials, keys, etc., which have been assigned to him/her, are turned in before the last day of work. The final paycheck will not be released until the University has determined that all property is turned in and that the bargaining unit member has no outstanding debt to the University.

Section 7. Employee Testing

The Employer believes in the tenants of open and continuous testing. In the event that a change in the open and continuous testing process is needed, the employer will develop a testing schedule within thirty (30) calendar days of that change. The Union shall receive a copy of the newly developed testing schedule.

Section 8. Request for a Job Audit

Bargaining unit members may request that a job audit be performed by the Office of Human Resources pursuant to procedures established by the University. Such requests will be forwarded by the bargaining unit member directly to the Office of Human Resources. Within thirty (30) working days of receipt of the Request for Job Audit form and the completed job

description from the incumbent/department, the Office of Human Resources will provide a copy of its determination to the bargaining unit member.

In the event a job audit discloses that the position is properly classified, the Office of Human Resources will provide a written statement to the bargaining unit member. In this written statement, the Office of Human Resources will cite its reasons for determining that the position is properly classified.

If a job audit discloses that the bargaining unit member has been performing duties inconsistent with his/her classification, the bargaining unit member shall not be expected to continue such duties unless: 1) he/she is directed in writing by the University to perform such duties on a temporary assignment, 2) the position is upgraded, or 3) the position is otherwise reclassified or reallocated.

A bargaining unit member may appeal an audit finding or a determination that no desk audit is required by filing a Notice of Disagreement with the designated University representative within twenty (20) working days of being notified of the original decision. The designated University representative will review the duties and responsibilities of the position and render a written decision within thirty (30) calendar days of receipt of the Notice of Disagreement. The effective date of any review decision shall be the date the audit decision would have been effective.

Any action as a result of an audit decision shall be consistent with Civil Service Regulations.

Section 9. BSW Reassignment

The University has the sole right to reassign a bargaining unit member from one (1) position to another in the same classification.

Voluntary Reassignment: The intent of allowing voluntary reassignments is to allow bargaining unit employees the opportunity to request transition to a different work area. Bargaining unit employees may not request reassignment during the probationary period following initial appointment by the University. Bargaining unit employees who have previous formal discipline (such as suspension or its equivalent) are not eligible to request reassignment while the disciplinary action is active.

A bargaining unit member interested in requesting a reassignment (across departments) should complete a Request for Reassignment Form and submit it to the Office of Human Resources. Bargaining unit members requesting reassignment across departments shall receive an interview in the Unit to which they wish to be reassigned. Bargaining unit employees must request reassignment for each vacancy they wish to be reassigned for, and bargaining unit employees shall be removed from the reassignment register after each vacancy.

Bargaining unit members may request reassignment (in the same classification) to a vacant position within the department by submitting a written request to their supervisor (this is not intended to replace the civil service system's reassignment process). Upon receipt of the

written request, the supervisor shall endeavor to honor the request, operations permitting. If the supervisor does not believe that the bargaining unit member will be successful in the area being requested, the supervisor may deny the request and will provide the rationale to the bargaining unit employee upon request.

In the event a bargaining unit member is reassigned to another position within the department and problems arise in the new position, the unit supervisor may reassign the bargaining unit member within the first ninety (90) days in the new position to his/her previous position by providing them with a written statement of their intent, and giving the employee two-weeks' notice.

Failure to fill a vacancy or a pending reassignment may result in a mandatory reassignment. The voluntary process shall not apply if the reassignment is being made due to employee performance, disciplinary, or operational issues. The University reserves the right to make the final decision on reassignments. An employee shall be given fifteen (15) working days' notice of an involuntary reassignment.

Section 10. Consultation on Personnel Matters

In the event of any change in University policy or regulation concerning length of probationary period, promotion, change of position, reclassification, reallocation, or transfer, both parties agree to meet in consultation to determine whether the change or changes have any impact upon current bargaining unit members and, if so, to negotiate concerning the impact of such change or changes.

Section 11. Layoff and Recall

Pursuant to State Universities Civil Service System (SUCSS) Rules, the University shall provide at least thirty (30) calendar days' notice to status employees in the bargaining unit prior to the date of layoff if it is anticipated the layoff will exceed thirty (30) days. All probationary and temporary employees of the bargaining unit within a classification within a department shall be laid off before a full time bargaining unit member is laid off. If a full time bargaining unit member is to be laid off, the bargaining unit member having the least seniority within a classification within a department shall be the first laid off, and the laid off bargaining unit member having the greatest seniority within the classification within a department being recalled shall be the first recalled. The University shall provide the Union with written notice of any pending layoff of a bargaining unit member no later than fifteen (15) calendar days prior to the effective date of such layoff.

Employees who are subject to layoff may request to be considered for extra-help positions that are available during the period of their layoff by notifying the extra help coordinator within the Office of Human Resource prior to going on their layoff period. This does not impact an employee's recall rights if work consistent with their civil service classification becomes available during their layoff period.

Section 12. Staff Orientation and Training

All newly hired members of the bargaining unit shall be required to attend at least one (1) orientation session as coordinated and conducted by the University.

The University shall provide orientation and training to bargaining unit members with respect to such procedures, forms, methods, skills, techniques, materials, equipment, and procedures manuals as the University determines are necessary for the bargaining unit member to carry out his/her work assignments.

Section 13. Consideration for Promotion

Subject to its operating needs, the University is committed to filling vacancies in positions in the bargaining unit by promotion from among those members of the bargaining unit who have passed the Civil Service examination for the classification in which the vacancy exists. However, the University reserves the right and its discretion to use other means available for filling vacancies as provided in the Statute and Rules of the State Universities Civil Service System.

Employees being considered for promotion may be exempted from pre-employment screening upon mutual agreement of Human Resources and the Union so long as it does not delay the hiring process. The results of such tests shall not affect an employee's status in his/her current position so long as it does not violate any state and/or federal laws.

Section 14. Seniority

Pursuant to the State Universities Civil Service System (SUCSS) Rules, seniority is earned only in a classification after the completion of the probationary period. The bargaining unit member's seniority shall date from the beginning of the probationary period. Seniority is accumulated on the basis of hours in pay status exclusive of overtime. Seniority is retained during any period of continuous employment in the same classification except when a bargaining unit member has been demoted because of unsatisfactory performance or for disciplinary reasons. Upon written request of the Union, the Employer shall prepare a seniority list at such time as need exists.

Additional provisions concerning seniority and its application are set forth in the SUCSS Rules.

Section 15. Temporary Upgrade

Bargaining unit members who are assigned in writing by the University to temporarily perform duties outside of their current classification which are normally assigned to a higher classification may be eligible for a temporary upgrade. Requests for a temporary upgrade must be in writing and include an updated job description that accurately reflects the duties being performed during the temporary upgrade. In order for a temporary upgrade to be approved, the majority of the employees' time must be spent performing duties at a level above the employees' current classification. Employees must take and pass the exam for the proper classification.

Requests for temporary upgrade shall not be retroactive except under extreme circumstances. Temporary upgrades may be for a period of thirty (30) days, then the employee must return to his/her permanent classification for one (1) day before being eligible for another temporary upgrade.

Section 16. Rate of Pay Upon Promotion/Reclassification/Reallocation

When a bargaining unit member accepts a higher level position or when his/her position is reclassified or reallocated, he/she must be paid at least the minimum rate of pay for the new class but cannot be paid more than the maximum rate for the new class. Outside of these restraints, a promotional increase shall normally be at least four percent (4%) but generally shall not exceed ten percent (10%).

Section 17. Safety Clothing

Due to the nature of the work performed, the Employer may, at its discretion, require a specific style and type of clothing for bargaining unit members in the conference center and for the furniture/equipment movers. In the event the University issues safety equipment/clothing to a bargaining unit member, or provides reimbursement for safety shoes, the bargaining unit member shall be required to wear the safety equipment. The Employer shall provide, based upon operating requirements, lifting supports for individual members of the moving crew and conference center. In addition, bargaining unit employees required to wear OSHA/ANSI-approved safety shoes (Steel-Toe) shall be reimbursed upon providing a receipt (or through the use of a University approved process to pay the vendor) to the employer at rate of no more than \$150 per employee at an interval of no less than 12 months for full-time employees or no more than \$300 at an interval of no less than 24 months from the date of purchase of their safety boots in year one of the Agreement and successive years thereafter of the Agreement. In the event of part-time employees, the interval for said part-time employees between boot purchases would be doubled (i.e., a 50% employee would be eligible for \$150 reimbursement no less than 24 months or \$300 reimbursement no less than 48 months).

Bargaining unit members may request toe-caps from their supervisor. Such requests shall be reviewed by the supervisor, and if determined to be appropriate, issue the toe-caps. Toe-caps are to be returned promptly upon the conclusion of the task leading to their being issued.

Section 18. Security Cameras

Video footage obtained from security cameras located around campus may only be used in accordance with the UIS Policy on Closed Circuit Television Surveillance and Recording of Public Areas for Safety and Security Purposes.

The purpose of the security cameras and video footage is not to observe the performance of bargaining unit employees. Video footage shall not be used as the sole factor for disciplinary actions unless the footage obtained indicates a violation of a state or federal law.

Section 19. Notice of Vacancies

The Office of Human Resources shall notify the Union President upon receipt of a request to fill a vacant position covered by this Agreement. This process shall in no way extend the amount of time to fill the vacancy.

Section 20. Alternative Compensation

Terms and provisions of the Alternative Compensation Program may be extended to bargaining unit employees in accordance with the campus policy.

Section 21. Approved Time Sheets

Bargaining unit members may request an approved copy of their timesheet. Supervisors should provide a signed/approved copy of the employees' timesheet within one week (7 calendar days) of the date it was submitted.

Section 22. Professional Development

Employees covered by this Agreement shall be eligible to participate in the Professional Development Fund program for Civil Service employees. They shall be subject to the same provisions of the program, including periodic changes/updates to the program as non-union Civil Service employees.

Section 23. Pay Status During Required Testing

In the event a bargaining unit member is required by the University to submit to a physical agility or drug screen test, relative to a change in position classification during their scheduled workday, the employee shall remain in pay status and shall not be required to use accrued benefit time in order to comply with the scheduling of such test.

Section 24. Notification of Changes to Civil Service Classifications

The parties acknowledge that changes to the Civil Service classifications fall under the purview of the State University Civil Service System Office. Whenever changes are being contemplated to a classification represented by the Union, the University shall notify the Union as soon as practical. The parties also acknowledge that some of the changes considered may be confidential and prohibited from disclosure.

ARTICLE 16. Health and Safety

Section 1. General

Both the University and the Union are committed to the need of bargaining unit members to work in a clean, safe, and healthy environment. If a bargaining unit member believes that an unsafe or unhealthy condition exists, the bargaining unit member should immediately report the situation to his/her immediate supervisor. The supervisor will report the situation to

appropriate campus personnel who will make a determination as to the health and safety of the work area.

The University shall attempt to take adequate safety measures in order to provide employees with a safe workplace. The University shall provide access to information to employees regarding health and safety in the workplace.

Section 2. Immunizations

In the interest of health and safety in the workplace, bargaining unit members who may be routinely exposed to a blood borne pathogen may qualify for immunizations provided by the University. Requests for the immunization should be approved by the head of campus health services in consultation with the safety officer. Upon approval, fees for the immunization shall be borne by the University. Immunizations shall be administered by the campus health services.

Section 3. Ergonomic Equipment

Operations permitting, the University shall endeavor to provide ergonomic equipment to its employees. Employees should make requests in writing for such equipment to their immediate supervisor.

Section 4. Health and Safety Committee

Upon request by either party, a committee may be formed to meet and discuss health and safety on campus. The committee shall be comprised of no more than four (4) employees designated by the University and no more than four (4) bargaining unit employees designated by the Union President.

Section 5. University Identification

Bargaining unit members may be required to wear an official ID badge and/or nametag. In the event that the ID badge and/or nametag is lost or damaged while the employee is performing his/her work duties, he/she must provide their supervisor (or, if the supervisor is not available, their department head) with a detailed description as to how the ID badge and/or nametag was lost or damaged within 24 hours. ID badges and/or nametags that are lost or damaged in the line-of-duty shall be replaced at no charge to the employee no more than one (1) time per contract year.

Bargaining unit employees may be required to use their I-Card in performing their daily duties. In the event these employees lose or damage their I-Card in performing their daily duties, the employing unit shall replace the I-Card at no charge to the employee no more than one (1) time per contract year.

ARTICLE 17. Performance Reviews

All new bargaining unit members will receive a probationary performance review on a form developed by the Employer at the mid-point of and no later than two (2) weeks prior to the end of the probationary period. After completion of the new probationary period, all bargaining unit members shall receive an annual performance review by their supervisor each fiscal year on a form developed by the Employer. Informal performance reviews may be conducted at other times determined by the Employer. Performance reviews shall be for the purpose of assessing bargaining unit member's performance as a University employee and may be used by the Employer for the purpose of making decisions about promotion and other personnel actions. Each bargaining unit member shall be provided a copy of any formal performance review prepared by the Employer to evaluate his/her performance; which copy has been signed by the employee and the supervisor.

It is the intention of the Employer that bargaining unit members not conduct performance reviews on other members of the bargaining unit. However, it may be necessary in certain circumstances for bargaining unit members to assist in the conducting of performance reviews on other members of the bargaining unit.

ARTICLE 18. Discipline

Section 1. Performance Management

Disciplinary action shall be for just cause. The parties agree to the tenants of progressive discipline.

The parties are committed to the performance management program referred to as the Performance Partnership Program as set forth in this Article as the sole process for corrective action under this Agreement. This program is intended to be both positive and corrective in nature. It is intended to correct/eliminate employee deficiencies through informal non-disciplinary discussions as well as through progressive/corrective steps where appropriate. Nothing contained herein prohibits the employer from skipping steps in the process based on the infractions.

Section 2. Representation at Meetings

A bargaining unit employee shall be advised of their right to have a Union representative present at an investigatory interview if the employee requests one and if the interview may be used to support disciplinary action against them. Bargaining unit employees receiving a corrective action shall be advised of the purpose of the meeting and that they may request Union representation at the meeting.

All corrective measures shall be provided to the Union.

Section 3. Corrective Measures

There are five (5) corrective measures in the Performance Partnership Program. They include:

- Constructive Contact
- Performance Improvement Discussion
- Work Performance Reminder
- Written Reminder
- Decision Making Leave

The first two steps (Constructive Contact and Performance Improvement Discussion) shall be considered informal steps, may not be grieved, and shall generally be done in the employing unit. Steps three through five shall be considered formal steps in the disciplinary process, may be grieved, shall involve a representative from Human Resources (and/or Labor & Employee Relations), a representative of the Union may be present upon request of the bargaining unit employee, and require a pre-disciplinary meeting. Employees and their designated Union representative(s) shall be provided three (3) working days' notice of a pre-disciplinary meeting.

A. Informal Corrective Measures

The process includes two (2) informal steps in the process that are not subject to the grievance process under this Agreement. They are:

1. Constructive Contact
2. Performance Improvement Discussion

These steps are intended to be a collaborative conversation between the supervisor and the employee to avoid escalation of problematic behaviors or performance. Bargaining unit employees shall receive a written notice following the issuance of an informal corrective measure that includes the reasons they received it.

There is no limit on the number of informal corrective measures. Informal corrective measures do not expire after a specified time.

B. Formal Corrective Measures

There are three (3) formal steps to the performance management program. Bargaining unit employees receiving any of the following measures shall receive a notice scheduling a meeting to discuss the concerns three (3) working days prior to the meeting. The notice shall advise the employee that they are entitled to Union representation and the reason(s) for the meeting. A representative of Human Resources must be involved in all formal corrective measure processes. Formal steps include:

1. Work Performance Reminder
2. Written Reminder
3. Decision Making Leave

In the event the University decides to issue a formal corrective measure, it shall be sent to the employee in writing (or email) and includes the corrective measure they are receiving and the reasons for receiving it. When an employee receives any formal disciplinary action, they are removed from all employment registers (original entry, reassignment, promotional, etc.) and are not allowed to apply for other positions for the duration the disciplinary action remains active.

1. Work Performance Reminder

The Work Performance Reminder is the first step in the formal corrective measure process and remains active for twelve (12) months from the date it is issued to the employee. Employees may have no more than two (2) Work Performance Reminders active at any time.

2. Written Reminder

The Written Reminder is the second step in the formal corrective measure process and remains active for twenty-four (24) months from the date it is issued to the employee. Employees may have no more than one (1) Written Reminder active at any time.

3. Decision Making Leave

Decision Making Leave is the last step in the formal corrective measure process prior to discharge and remains active for twenty-four (24) months. When a Decision Making Leave is issued, a Decision Making Leave Form shall be completed and provided to the employee and the Union. Employees receiving a Decision Making Leave shall be removed from the workplace with pay for one (1) workday.

During the leave, the employee should contemplate their employment with the University and what they need to do to be successful should they choose to return.

Upon return from the Decision Making Leave, the employee shall inform the University of their decision regarding committing to make the necessary changes to be successful at the University.

Section 4. Discharge

In the event the University determines it is necessary to pursue discharge, the discharge process as set forth in the State University Civil Service System Statute and Rules shall be followed.

In the event the University initiates the discharge process by filing written charges for discharge, it may be appealed to the Merit Board through the process outlined in the State University Civil Service System Statute and Rules OR through the arbitration of discharge provisions of the Collective Bargaining Agreement (CBA) by and between the parties (but not both).

Section 5. Probationary Employees

The Employer retains the sole right to discipline and dismiss Intern and probationary employees. The dismissal of an employee in an Intern or probationary status is not subject to grievance or arbitration under this Agreement. A Union representative may be present during any meetings intended to be considered a corrective action or for the purpose of dismissing the employee held between the probationary employee and the Employer.

Section 6. Positive Feedback

Supervisors are encouraged to provide positive and constructive feedback, both verbally and in writing to employees when they either excel at a task/assignment or they improve and correct the concerning issues.

Section 7. Inclusion in Personnel File

The Supervisor shall submit copies of any/all corrective performance measures both formal and informal to Human Resources for placement in the employee's file. The University shall make every effort to place the documentation in the employee's file within ten (10) workdays.

ARTICLE 19. Grievance Procedure

Section 1. Purpose

The purpose of this Article is to promote a prompt and efficient procedure for the investigation and resolution of grievances. Therefore, the University and the Union support, whenever possible, the informal resolution of grievances and encourage open communication so that pursuit of the formal grievance procedure will not normally be necessary. If a grievance is not settled informally, the procedure set forth below in Section 7 of this Article shall be the sole and exclusive method of formally resolving grievances of the bargaining unit members, except as provided elsewhere in this Agreement.

Section 2. Definition – Grievance

A "grievance" is defined as an allegation by a bargaining unit member or the Union that there has been a violation or wrongful interpretation of a specific provision of this Agreement.

Section 3. Definition – Grievant

The term "grievant" shall mean a bargaining unit member who alleges in a grievance that he/she has been directly and individually harmed by a violation or wrongful interpretation of a specific provision of this Agreement or the Union which alleges in a grievance that it has been directly harmed by a violation or wrongful interpretation of a specific provision of this Agreement.

Section 4. Content of Grievance – Grievance Form

A grievance must: 1) be signed and dated by the grievant; 2) set forth the specific Article(s) of the Agreement alleged to have been violated; 3) include a specific description of the grounds for the grievance including the names, dates, times and documents necessary for a complete understanding of the grievance; 4) contain a statement of the harm alleged; and 5) state the proposed method of achieving compliance with the Agreement. Grievances shall be filed on a form mutually agreed to by the parties. A grievance form is attached as Appendix "B."

Section 5. Compliance with Procedure

All grievances must be filed in accordance with the procedures in this Article.

Section 6. Procedures for Handling Grievances

A. Step One – Informal

The grievant shall attempt to resolve the matter informally with his/her appropriate supervisor prior to filing the grievance. The grievant and the Supervisor may invite the Campus Grievance Officer and a Union representative. Such additional participants shall act as resource personnel but shall not relieve the designated parties from the responsibility for resolving the problem. The informal conference, if followed in good faith by both parties, shall lead to a fair and prompt solution of most of the daily employer-employee problems. However, if the informal conference does not prompt a solution, a written grievance may be filed with the appropriate Campus Grievance Officer with thirty (30) calendar days following the date of the act or omission giving rise to the grievance.

B. Step Two – Formal

The Campus Grievance Officer will, within fourteen (14) calendar days of the filing of the grievance, arrange a formal conference between the appropriate campus representative(s) and the grievant and the Union. If the conference results in resolution of the grievance, the grievance will not be processed further. The Campus Grievance Officer will notify the grievant or Union President as appropriate of any resolution reached as a result of the conferences. The Campus Grievance Officer will issue a written decision within fourteen (14) calendar days following conclusion of the conference.

C. Withdrawal of Grievance

A grievance may be withdrawn at any time by the grievant or the Union.

D. Step Three – Appeal to the President's Designee in University Administration

If the grievance is not settled at Step Two and the grievant or the Union wishes to appeal the grievance to Step Three, the grievant or the Union may file a written request to the President's designee in University Administration within seven (7) calendar days after the Step Two Decision is received or due. Upon receipt of an appeal, the President's designee in University Administration will make a complete and thorough review of the written record

of the grievance, request any additional information, or conduct any further investigation he/she feels necessary which may include conducting a hearing. If a hearing is conducted, the President's designee in University Administration will issue a written decision on the grievance within fourteen (14) calendar days from the date of the close of the meeting. If no hearing is conducted, the President's designee in University Administration will issue a decision within fourteen (14) calendar days from receipt of the appeal.

E. Step Four – Arbitration

If the decision of the President's designee in University Administration does not resolve the grievance acceptably to the Union, the grievance may be moved to arbitration. If the Union wishes to appeal to arbitrate the decision of the President's designee in University Administration, such appeal must be made in writing to the Associate Vice President for Administration and Human Resources within twenty (20) calendar days after such decision was received or was due.

Section 7. Provisions Applicable to Arbitration Procedures

A. Selection of Arbitrator

If the parties are unable to agree on an arbitrator, the parties shall jointly request from the Federal Mediation and Conciliation Service (or other agency agreed upon by the parties) a list of seven (7) arbitrators from which to select an arbitrator. Determination as to which party strikes first shall be determined by the toss of a coin with the winner deciding to strike first or second. The parties shall alternately strike one name from the list until one name remains.

B. Location of Hearing

The arbitrator shall hold the hearing in Springfield unless otherwise agreed to by the parties.

C. Functions of the Arbitrator

It shall be the function of the arbitrator to rule on the specific grievance. The arbitrator shall perform this function subject to the following rules and limitations:

1. The arbitrator's award shall be based solely upon the evidence and legal arguments appropriately presented by the parties at the hearing and in any post-hearing briefs.
2. The arbitrator shall have no authority to add to, subtract from, modify, change, alter, or ignore in any way the provisions of this Agreement or any expressly written amendment or supplement thereto.
3. An award may or may not be retroactive as the equities of each case demand, but in no case shall an award be retroactive to a date earlier than the date the harm occurred.

D. Arbitration Fees and Costs

The costs of the list of arbitrators, and the arbitrator's fees and expenses shall be shared equally by the Union and the University, but each party shall bear its own costs of preparing and presenting its case to the arbitrator. Where one of the parties to this Agreement requests a postponement of a previously scheduled arbitration which results in a postponement charge, the postponing party shall pay such charge unless the postponement results in a settlement of the grievance, in which event the settlement shall determine division of the charge. A postponement charge resulting from a joint postponement request shall be shared equally by the parties.

Either party to an arbitration may request that a transcript of the hearing be made. The requesting party shall pay the cost for the transcript and shall provide a copy free of charge to the arbitrator. In the event that the party who did not order a copy of the transcript of the hearing subsequently decides to order a copy of the transcript, that party shall pay for its copy and share equally in the cost of the copy of the transcript provided to the arbitrator.

E. Scope of Arbitration

1. Arbitration shall be confined solely to the application and/or interpretation of the specific and explicit provisions of this Agreement and the precise violation of such provisions.
2. The Board of Trustees of the University of Illinois Statutes and Rules, Laws of the State of Illinois, and Rules and Regulations of Administrative Agencies are not subject to arbitration.

Section 8. Miscellaneous Provisions Related to Grievance – Arbitration

In the event it is necessary for a grievant or any other bargaining unit member who has been called as a witness by either the Union or the Employer to participate in a grievance or arbitration meeting provided for in this Article during their normal working hours, their compensation will neither be increased nor decreased for time spent in such meeting. Should it be necessary for a grievant or any other bargaining unit member to participate in a grievance or arbitration meeting provided for herein outside their normal working hours, time so spent shall not be considered as time worked.

Failure of the grievant to comply with the time limitations of this Article shall render the grievance null and void and bar subsequent filing of the grievance.

Failure of the University to respond to a grievance within specified time periods will permit the grievant to proceed to the next step.

Time limits set forth in this Article may be extended only by mutual agreement set forth in writing and signed by the parties.

All informal grievance settlements shall specify a time by which the settlement shall be implemented. The time limit may be extended by mutual agreement between the Director of

Human Resources and the Union President. In the absence of the Union President, the Campus Grievance Officer may request a time limit extension.

A grievance settled prior to arbitration shall be binding only as to that particular grievance and shall not be precedent setting.

The parties may agree to consolidate grievances on similar issues at any level.

The filing or pendency of a grievance under the provisions of this Article shall not prevent the University from taking the action complained of, subject however to the final decision on the grievance. Pending final disposition of the grievance, the grievant shall fulfill his/her professional responsibilities as assigned.

The award of the arbitrator shall be binding upon the University, the Union, and the grievant, to the extent permitted by and in accordance with applicable law and this Agreement.

All grievances, requests for review, notices, and decisions shall be transmitted in person, or by certified, registered mail, or email, return receipt requested to the last known home address of the addressee. Postmark dates (or sent dates before 5:00 p.m. in the case of email) shall be considered the effective date of communication.

ARTICLE 20. Arbitration of Discharge Provisions

In the event the University seeks to discharge an employee represented by the bargaining unit, the University shall abide by the discharge process of the State University Civil Service System (SUCSS) Section 250.110 Separations and Demotions f. Discharge Proceedings and Effective Date of Discharge unless the Union requests grievance/arbitration after the Written Charges for discharge are issued. The process is initiated when the Employer files the Notice of Intent to Discharge to the employee and the Union. Such notice shall not in any manner prejudice the Employer's or the bargaining unit member's rights under the SUCSS. The discharge procedures of the SUCSS shall be utilized unless within five (5) working days of receipt of the Written Charges for Discharge, the bargaining unit member files a grievance directly with the Campus Grievance Officer, hereinafter referred to as "University Representative."

A bargaining unit member notified of a discharge action (Written Charges for Discharge) who wishes to challenge said action may elect either: 1) to follow the procedures for review specified in the Rules and Regulations of the State Universities Civil Service System, or 2) to file a grievance pursuant to this Article.

The following grievance process shall be utilized for grieving a discharge: A grievance meeting over the proposed discharge shall be held within five (5) working days of the filing of a grievance. Within five (5) working days after the grievance meeting the response of the University Representative shall be provided to the bargaining unit member and the Union. The grievance step may be waived upon mutual agreement of the parties.

The Employer may suspend the bargaining unit member without pay upon providing the bargaining unit member and the Union with the Suspension Pending Discharge form (usually issued in conjunction with the Written Charges for Discharge). The suspension shall be until such time as the discharge procedures have been completed. If, through the grievance or arbitration procedure, the discharge is not upheld, the bargaining unit member shall be paid at his/her regular rate of pay in accordance with the decision of the arbitrator.

The above provision is the sole method for grievance of discharge proceedings and suspension pending discharge under this Agreement. Other provisions of this Agreement concerning grievance shall not be applicable to discharge proceedings or suspension pending discharge.

Failure to file a grievance within the time frame shall waive all rights of the bargaining unit member and the Union as to grievance and arbitration of the proposed discharge and the suspension pending discharge.

Within five (5) working days of receipt of the decision of the University Representative, the Union may notify the Campus Grievance Officer in writing of its intent to submit the proposed discharge to arbitration. The notice of intent to arbitrate the discharge shall include a clear waiver of the bargaining unit member's right to a hearing before the State Universities Civil Service System executed by the bargaining unit member. If the Union fails to submit a notice of intent to arbitrate within five (5) working days of receipt of the decision of the University Representative, the Union shall have waived any rights which either the bargaining unit member or the Union might otherwise have to use the arbitration provisions of this Agreement with respect to the discharge proceedings and any suspension pending discharge. If the Union fails to submit the notice of intent to arbitrate the discharge within the time frame provided, the University may commence the procedures for discharge as set forth in the Rules and Regulations of the State Universities Civil Service System. If the discharge is not upheld, the bargaining unit member shall be paid at his/her regular rate of pay in accordance with the Merit Board's decision.

In the event that the proposed discharge is submitted for arbitration, the provisions concerning arbitration set forth in Article 19 of this Agreement shall govern the arbitration process. The arbitrator's decision shall be final and binding upon the Union, the University, and the bargaining unit member.

If either the University or the Union seeks to vacate an arbitrator's award, such party shall be responsible for all costs, including reasonable attorney fees, of both parties in seeking and defending against such action, unless the party attempting to vacate the award prevails, in which case each party shall bear its own costs.

If either the University or the Union seeks to enforce an arbitrator's award with which the other party has not complied, the party seeking such enforcement shall be reimbursed by the other party for all costs, including reasonable attorney fees, associated with seeking such enforcement, unless the party seeking enforcement does not prevail, in which case each party

shall bear its own costs. If there is a dispute concerning whether the arbitrator's award has been implemented, the parties shall jointly request an opinion from the arbitrator, whose decision shall determine the question of whether or not the original decision was implemented.

ARTICLE 21. No Strike-No Lockout

Section 1. Activities Prohibited

During the term of this Agreement or any extension thereof, neither the Union nor its agents or any bargaining unit member for any reason will authorize, instigate, aid, promote, sponsor, condone, or engage in any slow-down, work stoppage, strike, sympathy strike, or any other interference with the operations of the University. Bargaining unit members shall remain at work during any such interruption which may be caused or initiated by others unless it will be injurious to his/her health and/or safety as documented or verified by a reliable authority.

Section 2. No Lockout

The University will not lockout any bargaining unit member during the term of this Agreement as a result of a labor dispute with the Union.

Section 3. Cause for Disciplinary Action

The University may take disciplinary action up to and including initiating discharge proceedings against any bargaining unit member who violates this Article.

ARTICLE 22. Wages

Section 1. Hourly Rates Year 1

Effective August 31, 2025, bargaining unit employees in a classification included in this Agreement shall receive a one percent (1.0%) increase to their hourly rate. In order to be eligible, the employee must have been on active payroll prior to August 31, 2025, and remained on payroll as of May 6, 2026.

In addition, a one-time lump sum amount of \$250.00 shall be paid to bargaining unit employees making less than \$18.00 per hour upon implementation of this Agreement.

Section 2. Hourly Rates Years 2 and 3

Hourly rates shall be increased by one percent (1.0%) (August 30, 2026 and August 29, 2027 respectively) or the campus salary program, whichever is greater in years 2 and 3.

Section 4. Premium Pay for Moving Activities During the Normal Workday

The wage differential for members of the bargaining unit assigned to and performing the moving of office furniture, equipment and heavy boxes during their normal hours of work will be

two dollars (\$2.00) per hour in addition to the bargaining unit member's regular straight time hourly rate when performing such tasks for one (1) hour or more.

ARTICLE 23. Reasonable Suspicion Testing

It is the policy of the University of Illinois at Springfield that the public has the right to expect persons employed by the University of Illinois at Springfield to be free from the effects of drugs and alcohol. The University has the right to expect its employees to report for work fit and able for duty. The purposes of this policy shall be achieved in such manner as not to violate any established rights of the employees. As a condition of employment, employees shall abide by this policy.

Section 1. Prohibitions

Employees shall be prohibited from:

- a) Consuming, being under the influence of, or possessing alcohol at any time during the workday on any of the University of Illinois campus premises or job sites, including all Campus buildings, properties, and vehicles, while engaged in University business (unless in accordance with duty requirements).

- b) Illegally consuming, possessing, selling, purchasing, or delivering any illegal drug.

This Section is not intended to limit the duty of the University of Illinois to enforce the laws of the State of Illinois and other applicable Federal and University regulations. An exception to this policy may be granted if an employee has been granted release time to attend a University approved event.

Section 2. Drug and Alcohol Testing

Where the supervisor or unit head has reasonable suspicion to believe that an employee is under the influence of alcohol or illegal drugs during the course of the workday, the supervisor/unit head, or his designee, shall have the right to require the employee to submit to alcohol or drug testing as set forth in this policy. Reasonable suspicion may be determined by (but is not limited to) direct observation by management, or a management designee.

Section 3. Voluntary Requests for Assistance

The supervisor/unit head shall take no adverse employment action against an employee who prior to any mandatory testing and for the first time voluntarily seeks treatment, counseling, or other support for an alcohol related problem or for abuse of prescribed drugs, other than the supervisor/unit head may require reassignment of the employee with pay if he is then unfit for duty in his current assignment. The supervisor/unit head may make available through its Employees Assistance Program (Phone: 206-6652), a means by which the employee may seek referrals and treatment. All such requests shall be confidential, and any information

received by the employing unit, through whatever means, shall not be used in any manner adverse to the employee's interest, except reassignment as described above.

Section 4. Discipline

Any employee, under the influence of alcohol or illegal drugs while on duty, shall be subject to disciplinary action, up to and including discharge. The refusal by any employee to submit to and complete any testing provided for under this section shall subject the employee to disciplinary action, up to and including discharge

Section 5. Operating Procedures

A. Order to Submit to Testing

At the time an employee is ordered to submit to testing authorized by this policy, the supervisor/unit head, or another management designee shall provide the employee with a written notice of the order, setting forth the objective facts and reasonable inferences drawn from those facts which have formed the basis of the order to test. The employee shall be permitted to consult with a representative at the time the order is given; provided, however, that under no circumstances may implementation of the order be delayed longer than forty-five (45) minutes. No questioning of the employee shall be conducted without first affording the employee the right to representation and/or legal counsel. Refusal to submit to such testing shall subject the employee to discipline, but the employee's taking of the test shall not be construed as a waiver of any objection or rights that he/she may have.

B. Test Procedures

In requiring the testing authorized by this policy, the University shall be responsible for verifying the following procedures are followed:

- 1) the supervisor use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act; e.g., Memorial Medical Center.
- 2) the lab establish a chain of custody procedure for both sample collection and testing that will ensure the integrity of the identity of each sample and test result. No employee covered by this Agreement shall be permitted at any time to become a part of this chain of custody;
- 3) a sufficient sample is collected by the lab of the same bodily fluid or material from an employee to allow for initial screening, a confirmatory test, and a sufficient amount to be set aside reserved for later testing if requested by the supervisor/unit head, or his/her designee, or employee in question as set forth in item 6) below;
- 4) samples are collected in such a manner as to ensure a high degree of security for the sample and its freedom from adulteration;
- 5) the lab confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography/mass spectrometry (GCMS) or an equivalent or better scientifically accurate and accepted method that provides quantitative testing, about the detected drug or drug metabolites;

- 6) require that the laboratory or hospital facility report to the supervisor/unit head that a blood or urine sample is positive only if both the initial screening and confirmation test are positive for a particular drug;
- 7) require that with regard to alcohol testing, for the purpose of determining whether the employee is under the influence of alcohol, test results that show an alcohol concentration of .01 or more, based upon the grams of alcohol per 100 milliliters of blood, be considered positive. A blood alcohol level of .01 - .03 alcohol concentration may result in discipline, up to and including suspension, and will not result in discharge unless accompanied by aggravating circumstances or repeated occurrence. Alcohol concentration levels of .04 or above shall result in discipline, up to and including discharge;
- 8) ensure that no employee is the subject of any adverse employment action except temporary reassignment or relief from duty during the rendering of any testing procedure. Any such temporary reassignment or relief from duty shall be immediately discontinued in the event of a negative test result.

Section 6. Supervisory Checklist

A supervisory checklist is attached to this Agreement as Appendix "C" to assist in documenting the incident. Prior to sending any employee covered by this Agreement to be tested, supervisors must undergo orientation/training on this Reasonable Suspicion Article.

ARTICLE 24. Duration of Agreement

Section 1. Term of Agreement

This Agreement shall be effective August 31, 2025, and continue in full force and effect through August 30, 2028. It shall be automatically renewed from year to year thereafter unless either party notifies the other in writing at least sixty (60) days prior to the expiration date that it desires to modify or terminate this Agreement. In the event that either party submits such notification, the other party retains the right to submit proposed modifications to this Agreement during the resulting negotiations.

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 this Agreement terminate the same by giving at least ten (10) days written notice to the other party of its intention to so terminate.

Section 3. Commencement of Negotiations

The party giving notice of a desire to modify the contract as provided for in Section 2 above shall commence negotiations by submitting a detailed list of modifications or changes desired. The party receiving said notice may propose additional changes in the contract.

ACCEPTANCE BY THE PARTIES

IN WITNESS WHEREOF, the Union and the Employer have executed this Agreement by their duly authorized representatives this 23 day of June, 2026.

FOR THE UNIVERSITY
PROFESSIONALS OF ILLINOIS,
LOCAL #4100

BOARD OF TRUSTEES OF THE
UNIVERSITY OF ILLINOIS

By: John J Miller
John Miller, UPI Local 4100
President

By: Paul Ellinger
Interim Vice President, CFO &
Comptroller

By: Thomas Gebhardt
Thomas Gebhardt, UPI Local
4100 Chapter President

APPROVED:

Jami Painter
Sr. Associate Vice President & Chief
Human Resources Officer

Thomas Riley
Executive Director of Labor &
Special Counsel

Marj O'Connell
UIS Chief Spokesperson

APPROVED AS TO LEGAL FORM:

[Signature]
For University Counsel

APPENDIX "A"

To the Agreement by and between the Board of Trustees of the University of Illinois and the University Professionals of Illinois Local #4100, Service Bargaining Unit

Effective		August 31, 2025		August 30, 2026		August 29, 2027	
P-CLASS	Class Title	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
16005	BUILDING SERVICE FOREMAN	\$19.75	\$29.99	\$19.95	\$30.29	\$20.15	\$30.59
18482	BUILDING SERVICE SUB FOREMAN	\$18.23	\$28.27	\$18.41	\$28.27	\$18.59	\$28.55
45023	BUILDING SERVICE WORKER	\$16.97	\$27.08	\$17.14	\$27.35	\$17.31	\$27.62
42432	CULINARY WORKER I	\$16.16	\$23.78	\$16.32	\$24.02	\$16.48	\$24.26
42442	CULINARY WORKER II	\$16.67	\$23.91	\$16.84	\$24.15	\$17.01	\$24.39
42452	CULINARY WORKER III	\$18.18	\$28.27	\$18.36	\$28.55	\$18.54	\$28.84
42462	CULINARY WORKER IV	\$19.87	\$30.48	\$20.07	\$30.78	\$20.27	\$31.09

*Employee's salaries may not exceed the salary range maximum as agreed to during negotiations.