

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
NORTHERN ILLINOIS UNIVERSITY
AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 399
JULY 1, 2024 – JUNE 30, 2028

AGREEMENT

This Agreement is made and entered into between the Board of Trustees for the use of Northern Illinois University, hereinafter called the "Employer", and the International Union of Operating Engineers, Local 399, hereinafter called the "Union"

PURPOSE OF THE AGREEMENT

It is the intent and purpose of this Agreement to promote a sound and mutually beneficial relationship between the Employer and the Union. The Employer and the Union are committed to the uninterrupted effective performance of the teaching, research, and public service functions of the Employer, subject to any changes in State or other laws or policies applicable to the Employer. The Union will strive to maintain these functions through the performance of the regularly assigned and related duties of the classifications covered by this Agreement.

ARTICLE I: RECOGNITION/MEMBERSHIP

Section 1.1

The Employer recognized the Union as the sole and exclusive bargaining representative with respect to hours, wages, terms, and conditions of employment for the bargaining unit consisting of the following position classifications:

- Steam and Power Plant IV (S&PP IV)
- Steam and Power Plant III (S&PP III)
- Steam and Power Plant II (S&PP II)
- Steam and Power Plant I (S&PP I)

Section 1.2

In the event that the Union seeks to add to the bargaining unit a position classification which may be appropriate to the bargaining unit, the parties agree to meet to discuss the inclusion of the position classification in the bargaining unit. The final determination as to the appropriateness of the inclusion of additional positions classifications in the bargaining unit is solely within the jurisdiction of the Illinois Educational Labor Relations Board.

Section 1.3

The parties agree that the change in title of a position classification in the bargaining unit shall not remove the position classification from the bargaining unit as long as the type of work performed by the position remains essentially the same.

Section 1.4

This Agreement is authorized by the Illinois Educational Labor Relations Act (IL. Rev. Stat, Ch. 48, Par, 1701 et seq.)

ARTICLE II: UNION REPRESENTATIVES

Section 2.1

In accordance with applicable law, neither the Employer nor the Union shall discriminate against any employee covered by this Agreement because of handicapped, physical or mental condition, race, creed, color, national origin, sex, sexual orientation, age, parental status, marital status, or political affiliation. Further, the parties agree not to discriminate against disabled veterans and veterans of the Vietnam Era.

Section 2.2

The Union agrees that it will not conduct Union business during working hours and that requests for meeting room space must be cleared through the Employee Relations Officer.

Section 2.3

The Employer will not discriminate against any member, steward, or other officer of the Union including those who are participating in the negotiations, adjustment of grievances or the performance of committee work which is the interest of the Union and its members. In accordance with applicable Federal and Illinois State law, neither the University nor the Union shall discriminate against any employee covered by this Agreement because of lawful Union membership or non-membership activity or status.

ARTICLE III: MANAGEMENT RIGHTS

Section 3.1

The Employer continues to retain, whether exercised or not, the sole right to operate and manage its affairs in all respects. Any power or authority which the Employer has not abridged, delegates, or modified by the express provisions of this Agreement is retained by the Employer. The rights of the Employer, through its management officials, include, but is not limited to, the following:

- a) determine the overall budget of the Employer;
- b) determine control and exercise discretion over the organization and efficiency of operations;
- c) direct the employees, including the right to assign work;
- d) hire, examine, promote, train and schedule employees in positions with the Employer;
- e) suspend, demote, discharge, or take disciplinary action against the employees for proper cause;
- f) increase, reduce, change, modify or alter the composition and size of the workforce with proper notification to the local Union;
- g) set standards for services to the public;
- h) change or eliminate existing methods, equipment, or facilities;
- i) determine the purpose of each of its service areas;
- j) determine the locations, methods, means, and personnel by which new or temporary operations are to be conducted, including the right to determine whether goods and services are to be provided or purchased.

ARTICLE IV: HOURS AND SCHEDULES

Section 4.1

Eight (8) consecutive hours shall constitute a day's work and forty (40) hours shall constitute a week's work. Time and one-half (1 ½) shall be paid in cash for hours worked over eight (8) hours in one (1) day or for over forty (40) hours in any workweek. Policies of the Board of Trustees and the University Rules of Northern Illinois University shall be followed in the establishment of a basic workweek.

Section 4.2

The greater part of the shift worked on a calendar day will determine which day will be considered as being worked. For example, a shift starting at 11:00 p.m. Tuesday night and running to 7:00 a.m. Wednesday morning will be considered as being worked on Wednesday. If the times are equal, the starting date will determine the day worked.

Section 4.3

An employee's work schedule (shift) will not be changed more than once within the employee's workweek. Return to an employee's bid and regular work shift shall not constitute a change.

Section 4.4

Except in emergency situations, whenever work schedules are changed, written notice of such change shall be emailed to the employee that is subject to the change after reviewing the e-calendar. Time worked as the result of a schedule change when notice is less than forty-eight (48) hours shall be paid at the appropriate premium rate. The amount of overtime paid under this provision shall not exceed sixteen (16) hours or the actual amount of time worked within the forty-eight (48) hour period, whichever is less.

Section 4.5

Notification of shift changes:

- a) Shift changes are to stay on appropriate sides (East or West);
- b) When a holiday falls within a shift change, the changed employee will work the holiday;
- c) One day shift change will be allowed:
 - 1) One (1) shift change per week;
 - 2) Trainees (S&PP II) will fill shift changes for S&PP III;
 - 3) S&PP II Trainees will be 1st line, before a Jr. S&PP III;
 - 4) The junior S&PP III and the S&PP II (trainees) will be allowed to block out weekends from shift changing with approval and advance notice to management. With the S&PP III getting the block over the S&PP II (trainee) if there is a conflict
 - 5) When there is more than one (1) shift change in one (1) week the junior S&PP III will make the shift change. NOTE: Junior S&PP III is the S&PP III with the least seniority on the day shift on each side, east or west.

Section 4.6

Work on the sixth day and the seventh day of the work schedule shall be compensated at the rate of time and one-half (1 ½) the basic straight time hourly wages herein established. Pyramiding of overtime is not permitted by this Agreement.

Section 4.7

If an employee is called back to duty following the regular work shift and before being regularly scheduled to work again, the employee shall be paid no less than four (4) hours at the regular overtime rate of pay. However, if the employee's regularly scheduled shift begins within two (2) hours after the call back, the employee shall revert to the regular base rate of pay at the beginning of the regular scheduled shift. In each instance the employee will be paid at least two (2) hours call-in for time worked prior to the regular

shift. Work performed in continuation of a scheduled shift will be compensated at the appropriate rate of pay for the additional time worked.

Section 4.8

Overtime shall be distributed on a rotating basis for each classification represented by this Agreement. At no time will a S&P IV employee be part of the voluntary overtime rotation when a S&P I employee is needed.

ARTICLE V: SENIORITY/JOB BIDDING

Section 5.1

Seniority shall be by classification and shall prevail in regard to layoffs, choice of working shifts, heating plants, and vacation periods, so far as the operating needs of the department permit.

Section 5.2

Promotional examinations and training courses conducted in preparation for promotional examinations shall be open to all qualified employees within the bargaining unit in the promotional line.

Section 5.2a

Both parties acknowledge that the S&PP V is a supervisory administrative position not covered by the terms of this Agreement but is in the promotional line for upgrading from within the classifications represented by this Agreement.

Section 5.3

The annual job bid meeting for all classifications shall be held in February. All bids shall include all classifications, except S&PP I. Exceptions to the annual bid meeting shall be limited to the following: vacancies created by promotions, transfers, retirement, resignations, discharge, prolonged illnesses, and any other absences exceeding thirty (30) consecutive calendar days excluding vacation absences.

Section 5.3a

Whenever work area (e.g., building) assignments change between bid meetings, such changes shall be noted at the following bid meeting prior to bids taking place. If bid areas are changed, a bid meeting will follow.

Section 5.4

Permanent upgrades throughout the promotional line will occur within thirty (30) days unless the union is notified in writing by the Employer. All employees upgraded due to a prolonged illness vacancy will be returned to their prior classification if the employee has been on sick leave returns.

Section 5.5

When a temporary upgrading occurs, an upgraded employee will be inserted into the overtime rotation for the higher classification if it is determined the upgrade will last for thirty (30) days or more. An employee will only be eligible for overtime in one (1) classification.

Section 5.6

During an employee's probationary period, seniority may be ignored for purposes of bidding shifts and days off to allow management to utilize training opportunities as it deems most desirable.

ARTICLE VI: GRIEVANCE/ARBITRATION

Section 6.1

A grievance shall be defined as any dispute or difference between the parties with respect to the application, administration, and interpretation of the provisions of this Agreement. All grievances shall be filed in accordance with the provisions herein. The grievant may be an employee, group of employees or the Union. All grievances shall be initiated in writing and submitted to the Director of Labor Relations within five (5) working days after the grievant becomes aware or should have been aware through the use of reasonable diligence of the circumstances or condition causing the grievance. For purposes of the grievance procedure, workdays are considered to be Monday through Friday.

Section 6.2

An employee may choose to pursue a grievance with or without representation. Obtaining representation shall be totally the responsibility of the employee.

Section 6.3

The limits herein set forth may be extended by mutual consent of both parties if submitted in writing to the Director of Employee and Labor Relations for Steps 1 through 4. If at any step within the grievance procedure the Employer fails to respond within the time limits herein set forth, the grievant may appeal the grievance to the next step within five (5) working days. Grievances not filed within the time limits are considered withdrawn and settled by both the Union and Employer. The Director of Labor Relations can defer a Step 3 grievance to a lower step in the interest of resolving disputes at the lowest level possible. The written grievance submitted by member/union shall contain a complete statement of facts, the provision, or provisions of this Agreement at issue and the relief requested.

Grievance Procedures

Section 6.4

Step 1: Upon receipt of the written grievance by the Director of Labor Relations, the immediate supervisor may schedule a meeting with the grievant and its Union representative or designee to discuss the issue. Within five (5) days of the initial meeting, the immediate supervisor will provide a written response to the grievant.

Section 6.5

Step 2: If the grievance is not settled at Step 1 and the grievant wishes to appeal the grievance to Step 2, the grievance and the Step 1 response shall be forwarded to the Director of Labor Relations within five (5) workdays of the immediate supervisor's response. The department head may meet with the grievant in an attempt to resolve the grievance at a time

mutually agreeable to the parties. The department head's response shall be reduced to writing within five (5) workdays following the meeting.

Section 6.6

Step 3: If the grievance is not settled at Step 2 and the grievant wishes to appeal the grievance to Step 3, the grievance shall be submitted within ten (10) workdays after the department head's written response to the Director of Labor Relations and a meeting shall be scheduled with the grievant at a time mutually agreeable to the parties. The Director of Labor Relations shall issue a written response to the grievance within fifteen (15) calendar days of the meeting unless the timeframe is extended by mutual agreement.

Arbitration

Section 6.7

Step 4: If the grievance is not settled at Step 3, the Union may present the grievance to the Director of Labor Relations for arbitration within ten (10) workdays after receipt of the Step 3 response.

Section 6.8

The parties shall obtain a list of seven (7) arbitrators from the Illinois Educational Labor Relations Board, Federal Mediation and Conciliation Service, or other mutually acceptable source. The parties shall meet in person or by telephone and alternatively strike names until a single name remains. A second list of arbitrators may be requested upon the agreement of both parties. The cost of services of the arbitrator, court reporter, and transcripts, as well as all other costs incurred by the arbitration, shall be borne equally by both parties. Neither side shall be responsible for the expense of the other's witnesses or representatives.

Section 6.9

The scope of arbitration is limited to the terms of this Agreement and any supplemental agreements between the parties, Board of Trustees Regulation and Bylaws, University Rules and Policies, Laws of the State of Illinois and Rules and Regulations of Administrative Agencies are not subject to arbitrations, with the following exceptions: verbal warnings and termination of probationary employees are not eligible for arbitration. The arbitrators shall have no authority to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrators shall only consider and make a decision with respect to the particular issues necessary to resolve the grievance without recommendation or comment on any other matter. The arbitrators shall be without power to make a decision or render an award contrary to or inconsistent with or modifying or varying in any way the application or laws, rules, and regulations having the force and effect of law. No liability shall accrue against the Employer for a date prior to the date the grievance was presented in Step 1. The arbitrators shall submit in writing their decision within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later. The decision and award shall be based solely upon the arbitrator's interpretation of the meaning or application to the facts of this Agreement to the grievance presented. Past practices may be considered in interpreting an ambiguous provision of this Agreement but may not be considered for the purpose of creating an employee right for the Employer obligation or liability. Subject to the provisions of this section, the decision of the arbitrators shall be binding on the parties.

ARTICLE VII: JURISDICTION

Section 7.1

In case of jurisdictional disputes arising between representatives of this Union and those of other Unions, it is understood that such differences shall be settled, without work stoppage, among the Unions concerned and the Employer, and that the Employer will not make any changes in an already established work assignment practice pending resolution of the dispute.

ARTICLE VIII: NO STRIKE, NO LOCKOUT

Section 8.1

During the term of this Agreement or any extension thereof, neither the Union nor any employee covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, concerted stoppage of work, or any other intentional interruption of the operations of the University.

Section 8.2

The Employer will not lock out any employees covered by this Agreement during the term of the Agreement as a result of a labor dispute with the Union.

ARTICLE IX: PROPORTIONATE SHARE CLAUSE

Section 9.1

This proportionate share provision shall not become effective until the Union demonstrates to the Director of Labor Relations, or designee, that in excess of fifty (50) percent of the employees in the bargaining unit have joined the Union based upon written payroll dues deduction authorization from such employees filed with the Employer. Upon this provision taking effect, the Union shall submit to the Employer an affidavit which certifies the amount constituting an Employee's proportionate share of the cost of the collective bargaining process and the contract administration, which amount shall not in any event exceed the dues uniformly required of members of the Union.

Section 9.2

Within thirty (30) days after the Union certifies to the Employer the amount of the proportionate share fee the Union shall notify all non-member employees as to the amount of the proportionate share fee and the procedure by which non-members may object to the proportionate share fee. The Union shall set up a procedure by which it will receive and consider objections.

Section 9.3

The proportionate share fee deduction shall commence with the first pay period starting thirty (30) days after the Union certifies to the Employer the amount of the proportionate share fee or thirty (30) days after the date of original employment for a new employee, whichever is later. Each full-time employee in the bargaining unit who is not a member of the Union shall be required to pay the proportionate share fee. Such proportionate share payments shall be deducted from the earnings of the non-member full-time employees pursuant to usual and customary payroll deduction procedures and paid to the Union.

Section 9.4

The Employer agrees to deduct Union dues, assessments, and Union sponsored benefit program contributions from the pay of those employees who are Union members covered by this Agreement and who individually, on a form provided by the Union, request in writing that such deductions be made. The Union shall certify the current amount of Union deductions.

Section 9.5

The amount of the above employee deductions shall be remitted to IUOE Local 399 after the deduction is made by the Employer with a listing of the employee social security number, and the individual employee deduction(s) .

Section 9.6

It is understood and agreed that the Employer and the Union jointly acknowledge and respect the provisions of the "Wage and Salary Withholding Act" as amended, in regard to dues authorization and revocation cards.

Section 9.7

The Union shall indemnify and hold harmless the Employer, its officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability that shall arise out of or by reason of action taken by the Employer for the purposes of complying with the above provisions of this clause or in reliance on any list, notice, certification, affidavit or assignment furnished .

Section 9.8

Upon the proportionate share provision of this Article taking effect, the Union shall provide the Employer with a description of the Union's procedure for hearing employee objections to the proportionate share deduction.

ARTICLE X: MISCELLANEOUS

Section 10.1

For purposes of S&PP III training, the Employer may assign S&PP II regardless of seniority, to the day shift for training which will last a minimum of six (6) months. Employees so assigned will receive an additional \$.30 per hour above the S&PP II base rate of pay. Such assigned employees will receive S&PP III wages when assigned as a replacement for an S&PP III with hours of 3:00 p.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m. The employee in training will receive S&PP III wages on the day shift if replacing an S&PP III who is absent due to illness or on vacation.

Section 10.2

The Employer and the Union will cooperate to eliminate safety and health hazards. The Employer shall continue to make reasonable provisions for the safety and health of its employees. Bargaining unit members are required to submit health and safety hazards immediately, (unless physically unable due to injury) in writing, via email to the Physical Plant Director.

Section 10.3

New employees shall serve a probationary period of six (6) months following their date of employment. The Employer shall have the right to transfer or dismiss any employee for any reason whatsoever during the probationary period and the employee shall not have redress through the grievance or arbitration provisions within this Agreement. Upon satisfactory completion of the probationary period, seniority will be credited in accordance with the rules of the State Universities Civil Service System.

Section 10.4

It is understood that all work in accordance with current practice performed by Local 399 on Northern Illinois University campus located in DeKalb, Illinois will continue as new buildings on the DeKalb campus become operational .

Section 10.5

All parties recognize that the parking permit rate is set by the Employer.

Section 10.6

An employee that does not call in to report an absence and does not show up for work for three (3) consecutive workdays will be considered to have abandoned their employment, hence voluntarily foregoing employment at Northern Illinois University. Job abandonment determinations and resignation/discharge procedures are to be initiated only after consultation with Human Resources Services, who will make an attempt to contact the employee's emergency contact.

Section 10.7

All Employees are required to review and respond to Emails (on workdays) each day.

ARTICLE XI: BENEFITS

Section 11.1

Holidays, Vacation and Personal Leave, Sick Leave, Family Medical Leave Act, Funeral Leave, and Leaves of Absence shall be granted in accordance with Policies and the Board of Trustees and Rules and Procedures of Northern Illinois University. Operating needs will determine vacation scheduling and choice of vacation schedule will be in accordance with seniority. Vacations will be considered to begin in the first day of an employee's scheduled shift.

Section 11.2

Any employee required to work on Board-designated holidays, or any additional holidays designated by the President shall be paid two (2) times their regular rate for all hours worked. Additionally, employees will receive holiday pay for the recognized calendar holiday, or the day designated as the holiday by the Federal Government if other than the calendar day. Holidays are the calendar holiday for staff who are normally scheduled to work weekends. Holidays are the designated holidays for staff that normally are scheduled to work a Monday through Friday schedule. Staff cannot ever be paid for both.

Section 11.3

If an employee is regularly working up but does not work the holiday, such holiday shall be paid at the actual classification rate. If a holiday occurs and an employee works up on the holiday, only the actual hours worked will be paid at the act up rate, the base holiday will be paid at the employee actual classification rate.

Section 11.4

An employee that works during an emergency or weather-related closure, declared by the President or designee, shall be compensated in accordance with Northern Illinois University weather closure policy for essential staff.

Section 11.5

Probationary staff are not entitled to use vacation time unless such vacation time is preapproved in writing by management.

Section 11.6

Only staff who are approved for FMLA by the university HRS office are allowed to utilize extended benefits.

ARTICLE XII: WAGES

Section 12.1

All employees covered by this Agreement who are currently employed on the date of ratification and/or approval of this Agreement by both parties shall be paid the following rates:

Effective 7/1/2024

Steam and Powerplant IV (S&PP IV)	\$52.51
Steam and Powerplant III (S&PP III)	\$48.05
Steam and Powerplant II (S&PP II)	\$36.51
Steam and Powerplant I (S&PP I)	\$23.94

Section 12.2

Any employee working the 3:00 p.m. — 11:00 p.m. shift shall receive a shift premium of \$.20 per hour. Any employee working the 11:00 p.m.- 7:00 a.m. shift shall receive a shift premium of \$.30 per hour.

Section 12.3

For each of the succeeding years of this agreement, the University will increase the bargaining unit classification wage rates by three (3) percent each year or equivalent to those authorized for general distribution to all non-negotiated hourly Operating Staff Employees of the University in accordance with the salary increase distribution procedures approved by the Board of Trustees and outlined in applicable published University Salary Increment Guidelines for the University, including funds appropriated for salary increase by the University or personnel salary increase via the state appropriations process. These wage increases shall be distributed on an across-the-board basis to all wage classifications in the bargaining unit. The unit will receive the three (3) percent increase or a University-wide increase whichever is greater, but never both.

Section 12.4

Both parties acknowledge and affirm that the promotional movement of employees, beginning with the starting classification of S&PP I and progressing through the S&PP III classification, is of utmost importance to the operational efficiency and productivity of this unit. It is understood by both parties and conveyed upon initial employment that promotional opportunities will be available. Employees in all classifications of the promotional line through the S&PP III classification are expected to test and actively participate in the promotional process. Effective July 1, 2000 and every year thereafter, any employee at a current rate above the contracted rates specified in Section 12.1 of this Article shall have their salary level frozen at their current rate until such time that the contracted rate catches up their current rate.

ARTICLE XIII: TERMINATION

Section 13.1

This Agreement is effective upon ratification and/or approval of both parties and shall remain in effect through June 30, 2028. This Agreement constitutes the sole and entire existing Agreement between the parties hereto and supersedes all prior agreements, commitments or practices between the Employer, the Union, and the employees, and expresses all obligations of and restrictions imposed on each of the respective parties during its term. Except as specifically and expressly provided in this Agreement, neither party is required to negotiate any issue during the term of this Agreement. Upon formal notification received no earlier than ninety (90) days prior to the expiration of this Agreement, either party may initiate negotiation of a successor agreement.

ARTICLE XIV: LIMITATIONS

Section 14.1

This Agreement shall not supersede:

- a) Applicable Federal and State laws as such laws may be amended from time to time.
- b) Rules of Federal and State agencies which have the force and effect of law, as such may be amended from time to time.
- c) Board of Trustees governing policy, by-laws, and regulations as such may be amended from time to time.
- d) Policies, procedures, and provisions of employment as established by the Board of Trustees as such may be amended from time to time.
- e) Whenever amendments to the Board of Trustees policies, procedures and provisions occur, such amendments will be discussed with the union prior to their implementation if they impact the bargaining unit.

Section 14.2

This Agreement constitutes the entire Agreement and understanding between the parties and superseded all prior written and oral agreement (commitments and practices) between the Employer, Union, and the employees. This Agreement expresses all obligations of, and restrictions imposed on each of the parties during the term of the Agreement. At the time of BOT approval, the parties agree that this CBA shall resolve all outstanding disputes,

issues, grievances, and arbitrations, including but not limited to (holidays, E.H.).

Section 14.3

Should any provision of this Agreement or any application thereof become unlawful by virtue of any Federal or State law, Executive Order, or decision of a court of competent jurisdiction, the provision or application shall be modified by the parties to comply with the law, order or decision and all other provisions of the Agreement shall continue in full force and effect.

ARTICLE XV: ACCEPTANCE

IN WITNESS WHEREOF, the Union and the Employer have caused this Agreement to be executed by their duly authorized representatives.

IUOE LOCAL 399

NORTHERN IL. UNIVERSITY

SIGNATURE ON FILE

SIGNATURE ON FILE

Patrick J. Kelly
President & Business Manager

John Acardo
Senior Associate Vice President and
Chief Human Resources Officer

SIGNATURE ON FILE

SIGNATURE ON FILE

Vince T. Winters
Recording Secretary

Darek Williams, Chief Negotiator
Asst. Director, Labor Relations