

AGREEMENT

by and between

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

and

ILLINOIS NURSES ASSOCIATION

Effective August 24, 2017 through August 23, 2020

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AGREEMENT
BY AND BETWEEN
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
AND
ILLINOIS NURSES ASSOCIATION

Effective from August 24, 2017 to August 23, 2020 (inclusive), this Agreement is made and entered into by and between The Board of Trustees of the University of Illinois, a public corporation (hereinafter referred to as Employer), and the Illinois Nurses Association (hereinafter referred to as Association), in behalf of certain nonacademic employees of the Employer identified in ARTICLE III hereof.

ARTICLE I
AUTHORIZATION AND PURPOSE

Section 1. Authorization.

This Agreement is authorized by the Illinois Statutes creating State Universities Civil Service System (110 ILCS 70/36d) and Illinois Educational Labor Relations Act (115 ILCS 5/1 et seq.).

Section 2. Purpose.

- a) It is the intent and purpose of this Agreement to promote sound and mutually beneficial relationships between the Employer and the Association. These relationships should provide opportunity to develop and implement standards of nursing practice resulting in improved patient care. Such relationships include the recognition that employees covered herein have responsibilities in their practice, both to the Employer and to the patients, to base actions and decisions on sound professional judgment and adherence to the Code and Standards of their profession.
- b) The Employer's supervisors and the Association's representatives are assigned a special responsibility for the faithful application of this Agreement. The Employer and the Association will each train these representatives in terms and conditions of this Agreement, and particularly, in the use of the procedures provided herein and in Policy and Rules for resolving employment questions. The Employer and the Association are committed to the uninterrupted effective performance of the teaching, research and public service functions of the University.

**ARTICLE II
LIMITATIONS**

Section 1. Limitations.

- a) This Agreement is subject to: (1) applicable federal and State Laws as they may be amended from time to time; (2) rules and regulations of State Universities Civil Service System as they may be amended from time to time; (3) rules and regulations of 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; each of which is incorporated herein by reference. A copy of any Amendment under (2), (3), (4), and (5) as stated above shall be sent to the Association as soon as the Employer receives notice thereof.
- b) In the event of conflict among any of the foregoing and any provisions of this Agreement, the former shall prevail, except where a deviation from the same is set out in express terms herein.
- c) Previous agreements and commitments by and between the Parties related to matters covered herein which are not made of record herein are agreed null and void as of the effective date of this Agreement and this Agreement represents the complete agreement between the Parties hereto, and any amendments hereto must be reduced to writing and signed by the proper official(s) of each party. The Employer agrees that during the period of this Agreement it shall not unilaterally change any currently applied policies and practices relating to hours, wages, and conditions of employment not addressed in this Contract which affect the members of the Bargaining Unit without prior notification to and negotiations with the Association.

**ARTICLE III
NEGOTIATIONS AND EXCLUSIVE RECOGNITION**

Section 1. Classes Represented.

The Employer recognizes the Association as the exclusive representative for a single negotiation unit consisting of employees in the following classes as defined or established by the State Universities Civil Service System and employed by the Employer at the University of Illinois at Chicago:

Staff Nurse I Staff Nurse II
Administrative Nurse I
Health Care Utilization Review Coordinator II
Clinical Nurse Consultant II

This exclusive representation is for purposes of determining appropriate ranges of compensation or rates of compensation and other conditions of employment to be recommended to the State Universities Civil Service System.

Section 2. University of Illinois Medical Center at Chicago Clinics

For the term of the collective bargaining agreement, University of Illinois Medical Center at Chicago agrees to maintain the clinics as part of University of Illinois Medical Center at Chicago, and employees working for the clinics shall continue to be employees of the University of Illinois Medical Center at Chicago and covered by the current bargaining agreement.

Section 3. New Classes and Recognition.

Employer agrees that if any new civil service designations should be established for the same work presently being performed by those classes identified in Section 1 of this ARTICLE, said new classes will be treated as part of the single negotiation unit recognized by this Agreement.

Section 4. Equal Opportunity.

There will be no discrimination by either Association or Employer with respect to any applicant or candidate for employment or employee because of race, creed, color, national origin, religion, sex, marital status, sexual orientation, age, disability, or status as disabled veteran or veteran of the Vietnam era.

Section 5. Employer Rights.

The Association recognizes the right of the Employer to manage its operations, including such areas of discretion or policy as the functions of the Employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees insofar as such discretion or policies are not inconsistent with the express provisions of this Agreement.

Section 6. Association Rights.

The Employer recognizes the interests of the Association and the obligation of the Employer to bargain collectively with the Association with regard to policy matters directly affecting wages, hours and terms and conditions of employment, as well as the impact thereon to the extent provided by law, and any matter concerning wages, hours or conditions of employment about which the Association and the Employer have bargained for and agreed to in collective bargaining agreements prior to January 1, 1984, to the extent provided by law; and the Employer will notify the Association of any contemplated changes in such matters and bargain collectively regarding proposed changes. (Deviation from Policy and Rules).

Section 7. Protected Activity.

Each employee may make his/her personal decision with respect to Association, or other employee organization membership, without intimidation or coercion. There will be no discrimination against any employee because of Association membership or because the employee is acting as representative of Association or its members, or

other nonacademic employees pursuant to the provisions of this Agreement or of Policy and Rules.

Section 8. Association Activity.

- a) The Association and its members will not solicit membership or carry on representational activity with employees of Employer during working hours; provided, however, that an employee of Employer designated by Association to handle such matters may, with permission of his/her supervisor, leave his/her assigned work to investigate a grievance arising within this negotiation unit and to present matters as authorized in Policy and Rules. Association members who are employed at the University of Illinois will be permitted to make a thirty (30) minute membership presentation following the lunch break on the second day during the core orientation for newly hired RNs. The Association shall notify Nursing Services of the names of the employees who are designated as their representatives. If these employee representatives are scheduled for nursing duty during this Association membership presentation, the employees will be released from duty, without pay. The Association's designated representatives shall be provided advance notice of dates and time scheduled for the core orientation presentation, and shall be notified of any changes in the schedule by Nursing Services.
- b) The Chief Nursing Officer shall grant employees who are INA officers Leaves of Absence without pay or with use of vacation or floating holiday time for the purpose of attending the Association's assemblies, provided employees make written application for such Leaves of Absence and the Employer's operating requirements can accommodate the request.
- c) Union Leave: An employee covered by this Agreement who is elected or appointed to a Union office may request and be granted leave without pay in accordance with Policy and Rules, Policy 11, Rule 11.06 - Special Leaves.
- d) Upon approval by Employer, the Association may have notices and bulletins posted upon bulletin boards at nursing stations signed by an officer of the Association. Notices and bulletins permitted to be posted are:
 - 1. Notices of Association meetings,
 - 2. Notices of Association elections, and
 - 3. Notices of Association appointments and results of Association elections, and any others which the Employer's Office of Labor Relations or its designee may approve from time to time. One copy of such notices, and/or bulletins, which the Association wishes to have posted, will be filed with the Employer's Office of Labor Relations.
- e) The Employer shall permit Association representatives to visit University of Illinois Medical Center at Chicago premises at all reasonable times to ascertain

whether or not this Agreement is being observed and to assist in adjusting grievances. Such Association representatives shall advise the Employer's Labor Relations Officer of such visits before or at the time of entering said premises. When conducting such Association business, direct patient care will not be disrupted.

- f) The Employer agrees to make meeting rooms available for Association members to meet during reasonable periods prior to and subsequent to negotiations to discuss matters relating to negotiations, provided reasonable notice is given and rooms are available.
- g) The Employer shall make available to the Association a larger room at the Hospital, suitable for providing food and beverage to its membership, on the following two (2) occasions during each calendar year:
 - 1. on one occasion between December 10 and December 23, if the Association gives the Employer six (6) months advance notice of the Association's desired date for this event; and
 - 2. during National Nurses Week on a day that is different from the day during which the Employer provides a meal for the nursing staff, if the Association gives the Employer six (6) months advance notice of the Association's desired date for this event.

Section 9. Notification of Recognition.

Employer will notify all new personnel hired to work in the classes covered by this Agreement that the Association is the authorized negotiating representative for those classes at the place of employment described in Article III. All bargaining unit employees shall receive a copy of the Agreement. The Association will provide each employee with the negotiated portion of the Agreement, and the Employer will provide each employee with a copy of the Policy and Rules portion of the Agreement upon request to the Human Resource Office.

Section 10. Successorship.

In the event of any sale, purchase, merger or other transaction affecting ownership of the University of Illinois Medical Center at Chicago, including its clinics, or business or assets of same, the University agrees to make known the existence of this Agreement and its terms and conditions to the other party to any such transaction prior to said transaction. Such notice shall be in writing with a copy to the Association. The Employer shall make it a condition of sale or transfer that any successor employer in which there is a substantial continuity in the identity in the business enterprise shall recognize the Association as the continued representative of the employees represented under this contract. Further, any such successor employer and the Association shall as soon as possible upon completion of the transaction meet and confer in good faith to negotiate the terms and conditions of employment for the employees represented under this contract.

Section 11. Information.

The Employer will supply the Association with the following information delivered by common carrier:

- a) During each March and October, the "rank class" list of bargaining unit members showing name, current classification and FTE %.
- b) Once each month, a notification of all new hires and all terminations.
- c) A standard seniority list of all bargaining unit members and a bargaining unit seniority list in March and October each year, or upon request of the Association, when layoffs/displacements are contemplated.

Section 12. Bargaining Unit Negotiation Team.

Ten (10) bargaining unit negotiation team members will be scheduled in pay status for eight (8) hours for the first fourteen (14) sessions of negotiations for a successor agreement. After fourteen (14) sessions, bargaining unit negotiation team members will be paid according to Rule 15.05 of the University Policy and Rules. The fourteen (14) sessions may be extended by mutual agreement. For the limited purpose of covering the shifts of the negotiating team, pre-assignment of extra straight time, float, flex and agency will be permitted. These hours will only be available for employees in overtime status when the above listed categories are not available. (Deviation from Policy and Rules)

ARTICLE IV WAGES

Section 1. Method of Establishment of Wages.

Wages specified herein have been, and shall in the next subsequent Agreement be, established in negotiations by and between the Parties who shall determine and recommend to the State Universities Civil Service System, levels of compensation which take into account the rate of compensation generally paid for similar work in the locality in which the work is to be performed.

Section 2. Effective Date of Wages.

Effective on August 27, 2017, there will be a one-time transition scale ("transition wage scale") for Staff Nurse I and for Staff Nurse II/Administrative Nurse I as shown in Appendix "A", which has 27 steps and which is prior to the one percent (1%) across the board wage increase effective August 27, 2017.

Effective on August 27, 2017, the hourly wage rates for Steps #1 through #27 for Staff Nurse I and for Staff Nurse II/Administrative Nurse I are as shown in Appendix "A", and these rates include and reflect a one percent (1%) wage increase as of August 27, 2017 over and above the transition wage scale.

Effective on August 26, 2018, the hourly wage rates for Steps #1 through #27 for Staff Nurse I and for Staff Nurse II/Administrative Nurse I are as shown in Appendix "A", and these rates include and reflect a two percent (2%) wage increase as of August 26, 2018.

Effective on August 25, 2019, the hourly wage rates for Steps #1 through #27 for Staff Nurse I and for Staff Nurse II/Administrative Nurse I are as shown in Appendix "A", and these rates include and reflect a two percent (2%) wage increase as of August 25, 2019.

Nurses will be regarded as being on the correct step as of August 27, 2017; no intervening steps may be skipped based on external experience or any other factor. As to a nurse being placed on the correct step as of August 27, 2017: (1) a nurse who was on Step A through K on August 24, 2017 will be on the step on the transition wage scale applicable to her/him in Appendix "A" which has the same wage rate effective August 27, 2017, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects the one percent (1%) wage increase effective August 27, 2017, her/his anniversary date for future step increases shall remain the same, and she/he will advance in pay to the next higher step on the applicable wage scale in Appendix "A" on her/his next anniversary date; and (2) a nurse who was on step L through Q on August 24, 2017 will go to the step on the transition wage scale applicable to her/him in Appendix "A" with the next higher wage rate effective on August 27, 2017, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects the one percent (1%) wage increase effective August 27, 2017, her/his anniversary date for future step increases shall remain the same, and she/he will advance in pay to the next higher step in the applicable wage scale on her/his next anniversary date.

As examples:

(1) if a Staff Nurse I on August 24, 2017 on the Bachelor scale is at step H at \$39.05 per hour, she or he will be placed on step #8 on the transition wage scale for Staff Nurse I Bachelors at \$39.05 per hour effective August 27, 2017, she/he will then immediately be moved to the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 at the step with the wage rate of \$39.44, with her/his same anniversary date, and will advance in pay to the next higher step in the Staff Nurse I Bachelors scale in Appendix "A" on her/his next anniversary date; and

(2) if a Staff Nurse II on August 24, 2017 on the Bachelors scale is at step P at \$56.96 per hour, she/he will be placed on step #26 on the transition wage scale for Staff Nurse II Bachelors at \$57.93 per hour effective August 27, 2017, she/he will then immediately be moved to the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 at the step with the wage rate of \$58.51, with her/his same anniversary date, and will advance in pay to the next higher step in the Staff Nurse II Bachelors scale in Appendix "A" on her/his next anniversary date.

Effective on August 27, 2017, there will be a one-time transition scale ("transition wage scale") for Clinical Nurse Consultant II and Health Care Utilization Review Coordinator II as shown in Appendix "A", which has 27 steps and which is prior to the one percent (1%) across the board wage increase effective August 27, 2017.

Effective on August 27, 2017, the salary ranges/scales for Clinical Nurse Consultant II and Health Care Utilization Review Coordinator II are as shown in Appendix "A", and these rates include and reflect a one percent (1%) wage increase as of August 27, 2017.

Effective on August 26, 2018, the salary ranges/scales for CNC II and HURC II are as shown in Appendix "A", and these salaries include and reflect a two percent (2%) increase as of August 26, 2018.

Effective on August 25, 2019, the salary ranges/scales for CNC II and HURC II are as shown in Appendix "A," and these salaries include and reflect a two percent (2%) increase as of August 25, 2019.

Clinical Nurse Consultant II and Health Care Utilization Review Coordinator II will be regarded as being on the correct step as of August 27, 2017; no intervening steps may be skipped based on external experience or any other factor. As to a Clinical Nurse Consultant II or Health Care Utilization Review Coordinator II being placed on the correct step as of August 27, 2017: (1) a nurse who was on Step A through K on August 24, 2017 will be on the step on the transition wage scale applicable to her/him in Appendix "A" which has the same wage rate on the "Diploma" scale effective August 27, 2017, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects his/her terminal nursing degree, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects the one percent (1%) wage increase effective August 27, 2017, her/his anniversary date for future step increases shall remain the same, and she/he will advance in pay to the next higher step on the applicable wage scale in Appendix "A" on her/his next anniversary date; and (2) a nurse who was on step L through Q on August 24, 2017 will go to the step on the transition wage scale applicable to her/him in Appendix "A" with the next higher wage rate on the "Diploma" scale effective August 27, 2017, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects his/her terminal nursing degree, she/he will then immediately be moved to the same step on the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects the one percent (1%) wage increase effective August 27, 2017, her/his anniversary date for future step increases shall remain the same, and she/he will advance in pay to the next higher step on the applicable wage scale in Appendix "A" on her/his next anniversary date.

As example:

(1) if a Clinical Nurse Consultant II, who holds a Master's degree in Nursing, on August 24, 2017 is at step L at \$103,335 per year, she/he will initially be placed on step #17 on the "Diploma" transition wage scale at \$103,589.16 per year effective August 27, 2017, she/he will then immediately be moved to the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 which reflects his/her terminal nursing degree on the "Masters" transition wage scale on the same step #17 at \$107,763.80, she/he will then immediately be moved to the wage scale applicable to her/him in Appendix "A" effective August 27, 2017 at the step with the salary rate of \$108,841.44 with her/his same anniversary date, and will advance in pay to the next higher step in the Clinical Nurse Consultant II/Health Care Utilization Review Coordinator II Masters scale in Appendix "A" on her/his next anniversary date.

Section 3. (Wages) Basic Straight Time.

Basic straight time hourly wages are hereby defined as those payable for work performed during the five (5) normally scheduled workdays in a workweek, but for not more than eight (8) hours' work during any one of the aforesaid five (5) days.

Section 4. Wage Scales.

Wages of Staff Nurse I, II and Administrative Nurse I are governed by the following conditions:

- a) In terms of dollar amount, only the annual or hourly wages specified in the steps of the applicable wage scales may be paid. Any wage not specified and listed in the aforementioned wage scales may not be paid.
- b) In terms of salary steps, wage rates specified in the steps of the wage scales are minimal which may be paid at the periods of service specified in the scales.
- c) The department agrees that criteria for granting higher compensation for experience is hereby established by the following:
 - 1. New graduate nurses will be placed on step 1 and will, upon completion of their probationary period, advance to step 2 and will, upon their one year anniversary, advance to step 3.
 - 2. With the exception of new graduate nurses discussed above, salary step placement for new hires at the time of employment or upon reassignment during probationary period only can include credit for previous experience according to the following schedule - if such experience exceeds the minimum required for the position.

Months Experience	Step
Less than 24 months experience	Step 2
24 - 47 months experience	Step 3

48 - 59 months experience	Step 4
60 - 71 months experience	Step 5
72 - 95 months experience	Step 6
96-119 months experience	Step 7
120-143 months experience	Step 8
144-155 months experience	Step 9
156-167 months experience	Step 10
More than 167 months experience	Step 11

No nurse will be brought in at a step different than those set forth above unless specifically approved by the Chief Nursing Officer or his/her designee.

- d) Current employees will be advanced to the next higher step of the scale upon completion of one year of service in his/her classification (i.e., the employee's anniversary date).
- e) Supervisors may propose, as the result of employee requests or for other good and valid reasons, wage steps above an incumbent's in-pay service step specified in the wage scales which may be paid upon approval by the University's Chief Nursing Officer and always provided Nursing Services has funds to defray costs of the increases recommended for the remainder of the fiscal year in which the increase is effective. In no event may an employee be paid a wage other than that stated in a wage step in Appendix "A" except as provided specifically herein.
- f) Employees hired after July 22, 1980 must possess a Baccalaureate Degree with a major in nursing to be eligible for the Baccalaureate Degree rate of pay.
- g) Upon completion of a Baccalaureate Degree with a major in nursing the incumbent's salary shall be paid at the same step in the Bachelor's Degree scale as the employee is currently paid. The incumbent's anniversary date shall remain the same.
- h) All steps in wage scales for incumbents will be increased as specified in Appendix "A" Master's Degree Differential, if the incumbents possess a Master's Degree in any field of study beneficial to the needs of Nursing Services, or a Nursing Doctorate (ND).
- i) Upon completion of a Master's Degree in any field of study approved as beneficial to the needs of Nursing Services the incumbent's salary shall be paid at the same step in the Master's Degree scale as the employee is currently paid. The incumbent's anniversary date shall remain the same.
- j) Employees not eligible for the Baccalaureate or Master's Degree Differential will be hired at a rate for the Diploma salary range.
- k) Promotion.

1. Upon promotion, an employee shall be advanced to the lowest step in the new salary scale which provides the equivalent of at least a full step increase in the former scale. The increase for an employee whose salary before promotion is at the maximum of a scale shall be the percentage difference between the last two (2) periodic steps in the lower scale adjusted to the closest step in the new scale above that amount. In any event, the employee must be paid at least the minimum in the new scale. Under no circumstances, however, shall the employee's salary be placed above the maximum for the class to which promoted.
2. In the event of a promotion, the anniversary date (for salary longevity purposes) shall be the effective date of the promotion to the new class.
3. In the event of a reallocation or reclassification of a position which results in a promotion as referred to in (1) above, the anniversary date (for salary longevity purposes) shall be the effective date of the reallocation or reclassification to the new class.

l) Voluntary Demotion.

1. Upon the voluntary demotion of an employee to a position in the class having a lower salary scale than the class from which the demotion was made, the employee's base salary will be reduced to the highest step rate of the lower salary scale which provides the base salary nearest in the amount, but not more than the base salary before demotion.
2. In the event of a voluntary demotion as referred to above, the anniversary date (for salary longevity purposes) shall be the date of demotion unless said date would result in the employee suffering no anniversary step increase for more than eighteen (18) months. In such event the anniversary date shall continue to be the anniversary date held by the employee in the class from which the employee is demoted.
3. However, in the event of a voluntary demotion during the probationary period of a promotion to a new class, that employee will have his/her salary reduced to the step in the salary scale for the lower class which represents the salary the employee would have attained had he/she not been promoted. In such event the new anniversary date shall become the anniversary date held by the employee in the class from which he/she was originally promoted.

m) Involuntary Demotion.

1. Upon the involuntary demotion of an employee to a position in a class having a lower salary scale than the class from which the demotion was made, the employee's base salary will be reduced to the highest step rate of the lower salary scale which provides the base salary nearest in the

amount, but not more than the base salary before demotion. The employee's new anniversary date shall be the date of demotion.

2. However, in the event of an involuntary demotion during the probationary period of a promotion to a new class, that employee will have his/her salary reduced to the step in the salary scale for the lower class which represents the salary the employee would have attained had he/she not been promoted. In such event the new anniversary date shall become the anniversary date held by the employee in the class from which he/she was originally promoted.
- n) A former status employee who is rehired to a status position in the same classification within six (6) months of separation from University employment shall be rehired according to Civil Service Rule 250.60k(6) and will be placed at the same salary step held prior to separation. The date of rehire will be the employee's anniversary date.

Section 5. Wages (Overtime).

Employees covered by this Agreement shall be compensated at one and one-half (1½) times the regular hourly rate (as defined by federal law) for their classification for time worked in excess of eight (8) hours per day (except as provided in Articles XIII, XIV and XVI) or forty (40) hours per week. Overtime wages shall be paid by check or by compensatory time off, at one and one-half (1½) times hours of overtime worked. Overtime wages shall be paid by check unless the employee has notified her/his supervisor, on a form provided by the Employer, of her/his designation to be paid by compensatory time. Such designation may only be changed once every six (6) months, except by mutual agreement. (Deviation from Policy and Rules.) Accumulated compensatory time may be utilized in accordance with rules governing the use of vacation (Article V Section 5). An employee may not accumulate more compensatory time than twice the number of hours in his/her weekly work schedule. In cases where an employee works overtime, he/she may elect (by mutual agreement) to be paid in part by compensatory time and receive the remainder of the overtime by check. Where applicable compensation as specified in Section 7 of this Article may be paid in the same manner. Overtime may only be performed pursuant to explicit supervisory approval. Computation of compensatory time hours will be governed by Policy and Rules, Policy #7, Rule 7.08 "MAKE-UP TIME," which says in part...

"For example, a Nurse worked a shift from 7:00 a.m. to 3:30 p.m. and was held over on the next shift from 3:30 p.m. to 11:30 p.m. and then took the regular shift off the next day for rest and compensatory time off purposes, the Nurse would be regarded as in-pay status service while on the time off from the regular shift for purposes of computing service credits and Vacation and Personal Leave accrual."

Section 6. Wages (Holidays).

In the event an employee, full-time or part-time, works his/her regular shift on a designated calendar holiday, the employee shall be paid time and one-half (1 1/2) his/her basic straight time hourly rate of pay for each hour worked . Additionally , employees who work on a designated calendar holiday will receive holiday pay at his/her basic straight time hourly rate based on the percent status appointment unless the employee specifically requests an alternate day off with pay to be scheduled in the pay period of the holiday (but after the holiday) or the next pay period. Consistent with operating requirements the Employer will endeavor to honor said requests. If the request cannot be honored, the employee will receive the holiday pay in the paycheck for which the worked holiday is paid. (Deviation from Policy and Rules.)

Section 7. Wages (On-Call).

- a) Employees on-call, and confined to the University of Illinois Medical Center at Chicago premises, shall be considered as working and be paid either their basic straight time wage rate or their overtime premium (time-and-one-half their regular hourly rate), whichever is applicable. An employee on-call may elect to remain on the premises after completion of a call-back at the on-call rate of pay provided in subsection (b), if there is no evidence that there will be another call-back, when weather conditions are poor, or between the hours of 12:00 Midnight and 7:00 a.m. In such cases the Employer will provide a secure place to sleep on the premises.
- b) An employee on-call, away from University of Illinois Medical Center at Chicago premises, but available by telephone or long range pager, shall be paid five dollars (\$5.00) for each hour of such on-call time. Time paid under this clause (b) of Section 7 shall not be used to compute hours worked in any workday or workweek. On-call pay shall be paid for all hours that were assigned as on-call regardless of the amount of hours paid as call-back pay, but shall not be used to compute overtime pay for call-back.
- c) Employees on-call may be required by the Employer to remain on the premises after completion of their regularly scheduled shift. Such employees will be compensated consistent with Section 8 d) below.

Section 8. Wages (Call-back).

- a) Call-back is defined as an official assignment of work while on-call after the employee has departed the Employer's premises.
- b) Non-exempt employees covered by this Agreement who are called back and who report back upon Employer's premises at the time specified in the call-back shall receive one (1) hour travel time and have a minimum guarantee for three (3) hours' pay, or be paid for actual time worked, whichever is greater, at overtime or premium rates, specified elsewhere herein applicable to the days and hours the call-back is obeyed or work is performed.

- c) Clinical Nurse Consultants II with on-call responsibilities who respond to a call(s) to manage patient care responsibilities shall receive a minimum of one (1) hour compensatory time or equivalent compensatory time for actual time worked, whichever is greater. CNCIIs may use the equivalent amount of compensatory time for the next scheduled shift or another shift within two (2) weeks of earning to be used in lieu of paid benefit time. The CNCIIs with on-call responsibilities are only those with current on-call responsibilities as of August 24, 2017 and any employee who accepts a CNCII position with on-call responsibilities on or after August 25, 2017. Such on-call responsibilities must be clearly identified in the job posting.
- d) If any employee on call is required by the Employer to remain on the premises after completion of their regularly scheduled shift, such employee shall receive a minimum of two (2) hours of pay at overtime rate plus on-call pay or be paid for actual time worked, whichever is greater.

Section 9. Wages (Shift Differentials).

- a) An evening shift differential of three dollars (\$3) per hour will be paid to employees covered herein who work a shift in which more than one-half (1/2) of their hours of work in a workday fall between 3:00 p.m. and 11:30 p.m.
- b) A night shift differential of four dollars (\$4.00) per hour will be paid to employees covered herein who work a shift in which more than one-half (1/2) of their hours of work in a workday fall between 11:00 p.m. and 7:30 a.m.
- c) Pay for shift differential as described in (a) and (b) above shall be paid at the rate of time and one-half (1½) to employees in overtime status.
- d) Employees who have agreed, in writing, to work at least two (2) years of either evening or night shift hours will be considered as "permanently assigned" to their designated shift. After completion of this two (2) year period, an employee hired on or before August 23, 2014 may revoke the agreement to work these hours by giving at least thirty (30) days advance written notice to the supervisor. Under special circumstances, the Employer may honor requests for early release from this two (2) year commitment. The Employee's acceptance of a posted position for evenings or nights will constitute a written commitment for permanent shift assignment for two (2) years. Employees with five (5) or more years bargaining unit seniority may transfer to a Clinical Nurse I position with the requirement to fulfill only one (1) year of permanent evenings or night shift assignment. Employees hired after August 23, 2014 may bid on any open position within their unit and classification. Competing bids for open positions shall be resolved on the basis of bargaining unit seniority.
- e) Nurses working permanent night shift assignments will receive parking validation if they work beyond their regularly scheduled hours to attend approved

departmental meetings or continuing education, or to provide additional patient care.

- f) Shift assignments shall not be made to avoid payment of permanent shift differentials. All those employees permanently assigned to evening or night shifts upon the ratification date of this Contract shall be entitled to permanent shift differential for their shift.

Section 10. Wages (Weekend Differential).

Employees, including In-House Registry nurses, in addition to his/her basic straight time hourly rate, will be compensated for all weekend hours worked, at the rate of five dollars (\$5.00) per hour. Weekend differential shall be paid at the rate of time and one-half (1½) to employees in overtime status. (Deviation from Policy and Rules.)

For purposes of paying differential, the weekend begins at 11:00 p.m. Friday and ends at 6:59 a.m. Monday. Differential will be paid for two (2) shifts; either Friday/Saturday or Saturday/Sunday. Preference for schedule selection shall be determined by bargaining unit seniority.

Section 11. Wages (Included in Scales).

- a) The effective date for an anniversary date increase shall be the first day of the pay period during which the anniversary date occurs.
- b) Other changes that affect an employee's wage scale will be made effective the first day of the pay period in which the change occurs. The new rate of pay will be effective on the same date.
- c) In the event of a reallocation or reclassification of a position to a class having the same salary scale as the previous class, the anniversary date (for salary longevity purposes) shall not change. The anniversary date shall continue to be the anniversary date held by the employee in the class from which the position is reallocated or reclassified.

Section 12. Wages (Charge Differential).

A Staff Nurse I or Staff Nurse II who is assigned charge responsibilities for an entire shift will be paid a charge differential of three dollars (\$3.00) per hour. The Director of Patient Care Services or designee will designate a charge nurse when a Director of Patient Care Services or Administrative Nurse I cannot assume the responsibility for the entire shift. Management in collaboration with staff nurses shall select consistent charge nurses from among qualified nurses who agree to serve in that role. If the number of consistent charge nurses does not suffice, relief charge duty shall be assigned to qualified nurses utilizing fair and equitable rotation. All charge nurses must be deemed qualified for Charge Duty. "Qualified" means completion of a charge duty class and orientation to charge duty in a nursing unit in addition to demonstrated unit-specific charge competency and no pattern of excessive absenteeism.

Section 13. Preceptor Differential.

Nurses assigned patient care and preceptor responsibilities for new hires or transfers will be paid a differential of two dollars (\$2.00) per hour. A nurse may request to attend preceptor training and shall be provided with the opportunity to attend such training. The Employer retains the right to determine who will serve as a preceptor selected from unit volunteers.

Section 14. Night Shift Work During Change to Daylight Savings Time.

The night shift occurring on the date that daylight savings time goes into effect (Spring) will be considered as an eight and one-half (8½) hour shift, including a one-half (1/2) hour unpaid meal time.

Section 15. Wages (Itemized Pay Check Deductions).

The Employer recognizes that Employees are entitled to a complete and accurate explanation of the calculation of their paychecks. Therefore, the Employer will furnish, in addition to the standard itemized deduction indicated on the pay check, to Registered Nurses, the following information:

- Percent of time
- Hourly rate
- Regular hours worked and regular earnings
- Overtime hours worked and overtime earnings
- Shift differential earnings
- On-call earnings
- Weekend differential
- Increased Acuity differential
- Payroll adjustments and payroll changes
- Gross earnings

The employer agrees to make the following information available to employees electronically:

Vacation hours: previous pay period balance; current pay period accrual and usage, current pay period balance

Sick hours: previous pay period balance, current pay period accrual and usage, current pay period balance

Upon approval of an IAR, the approval email sent to the unit payroll coordinator shall be forwarded to the nurse or nurses involved by the payroll coordinator.

In addition, the Employer will provide documentation of accumulated compensatory time to employees on payday. Moreover, upon written request by the Employee to the Chief Nursing Officer or his/her designee, on a form provided by the

Employer, the Employer will also provide any reasonable assistance required by the Employee in understanding methods of computation and in determining the accuracy of payments and benefits reporting. The Parties agree that the Employer may use the Employer's standard request form to respond to requests for payroll information as provided herein.

This assistance and any corrective action will be instituted and, except in unusual and unforeseen circumstances, or when an error is caused by the Employee, shall where possible be completed prior to the following pay day. It is further understood that only those Nurses under the direct authority of Nursing Services will make their written request to the Chief Nursing Officer, and/or his/her designee. All other bargaining unit employees will make their written request to their employing department.

Section 16. Float Differential.

Except in the instances of internal or external disaster, the Employer agrees to the payment of a differential for floating (or pulling) unit based nurses, nurses assigned to the Radiology Department and Float Team RN's. The float differential will be one dollar fifty cents (\$1.50) per hour and shall be payable whenever the following occurs: a unit based RN is floated to another unit; a nurse in ambulatory care is floated from her/his primary center; a Radiology nurse is floated from one building to another or from the Radiology Department; or a Float Team nurse is floated to a second unit during her/his work shift. Unit based, Radiology and ambulatory nurses shall be paid the differential only on the time he/she is floated to another unit (center). The Float Team nurse shall be paid the differential only during the time she/he is floated to a second unit (or any additional unit voluntarily floated to) during her/his work shift. Employees shall not be entitled to float differential if they qualify for overtime payment per Article XII, Section 1(g)(7).

Section 17. Overpayment Procedure.

In the event of a payroll error resulting in an employee receiving an overpayment in a paycheck, the Employer will correct this by:

- a) providing the employee with a written explanation for the error (via email and a letter) and,
- b) offering the employee the option of having the error corrected by deducting the entire amount from the next paycheck or deducting the amount over three (3) pay periods or within a single tax year unless that would result in more than 20% of an employee's gross paycheck being deducted; no more than 20% of any gross paycheck can be deducted in recovering overpayments; and,
- c) obtaining the employee's written signature or response via email indicating agreement with the method of payment. If the employee has failed to respond within thirty (30) days, repayment will be scheduled by the Employer.

If an Employee realizes an overpayment has been made and the Employee has not already been contacted by the Employer, the Employee must notify his/her supervisor within four (4) weeks.

Section 18. Certification Bonus.

A status bargaining unit nurse who possesses at the time of hire an ANCC-currently recognized national certification in an area relevant to his/her clinical area of nursing specialty from a certification board in the United States, and who has passed the initial probationary period will receive an initial bonus of five hundred dollars (\$500). A status bargaining unit nurse who has passed the initial probationary period and successfully tests or recertifies in an ANCC-currently recognized national certification in an area relevant to her/her clinical specialty from a certification board in the United States will be reimbursed the cost of the exam fee or the cost to recertify up to five hundred dollars (\$500) in addition to a five hundred dollar (\$500) bonus for initial certification, and a two hundred and fifty dollar (\$250) bonus for recertification. A status bargaining unit nurse who has passed the initial probationary period and successfully tests or recertifies in an additional ANCC-currently recognized national certification in his/her clinical area of nursing specialty from a certification board in the United States will be reimbursed the cost of the exam fee or the cost to recertify up to five hundred dollars (\$500) in addition to a five hundred dollar (\$500) bonus for each certification, and a two hundred and fifty dollar (\$250) bonus for recertification. Additional specialty organizations may be added by the Nurse Care Committee. As to an employee's current certification previously approved by the NCC, the above language will apply to recertification.

**ARTICLE V
BENEFITS**

Section 1. Policy.

Employee benefits (e.g., Leaves of Absence, Retirement Disability, Sick Leave, Holidays, Vacation and Personal Leave, Retirement, and interinstitutional Reciprocity) will be as set forth in Policy and Rules and are based upon service accrual as defined therein. Benefits under the control of the Employer will not be diminished during the life of this Agreement, or any extension thereof and improvements in such benefits will be made applicable to employees covered by this Agreement on the same date that such improvements are made applicable to other employees of the Employer.

Upon request, a copy of Policy and Rules and a copy of State Universities Civil Service System Statute and Rules will be provided at the Human Resource Office located at 715 South Wood.

Section 2. Medical, Hospital and Life Insurance Plans.

The University of Illinois makes available group medical life insurance and other optional insurance programs to all permanent and continuous employees : a) with

appointments of fifty percent (50%) time or more, and b) who are eligible to participate in State Universities Retirement System.

Section 3. Disability Income Benefits.

Disability income benefits are available to employees under (1) the Illinois Workers' Compensation and Occupational Diseases Act, (2) the University of Illinois Sick Leave Plan, and (3) the State Universities Retirement System. Medical and hospital expense benefits are available under (1) the Illinois Workers' Compensation and Occupational Diseases Acts, and (2) the State-paid or University-sponsored Group Health and Life Insurance Plans. The cost of the benefits under University-sponsored Insurance Plans and State Universities Retirement System are borne in part by the Employer and in part by the employee.

Section 4. Retirement.

Retirement benefits are extended pursuant to the State Universities Retirement System Statute. Information materials about the System should be consulted and are available from the System: 1901 Fox Drive, Champaign, Illinois 61820 (Telephone: 1-800-275-7877).

Section 5. Vacation Availability.

- a) Consistent with the Employer's operating requirements, accrued vacation may be scheduled and granted at any time during the calendar year.
- b) Employees classified as Health Care Utilization Review Coordinator II and Clinical Nurse Consultant II will earn vacation and personal leave in accordance with Schedule B as set forth in Policy and Rules, Policy #7, Rule 7.01. Staff Nurses I, II and Administrative Nurses will earn vacation and personal leave in accordance with the following schedule:

Years of Service Completed		Rate Earned Per Hour of Pay- Status Service (Exclusive of Overtime)	Approximate Leave Days Earned in One Year
At Least	Not More Than		
0	1	.0577	15
1	2	.0770	20
2	3	.0962	25
3	6	.1000	26
6	9	.1038	27
9		.1077	28

(Deviation from Policy and Rules)

- c) An employee's request for vacation shall be made in writing to his/her supervisor or designee. The supervisor will answer in writing, within 14 calendar days. If the request is denied, the answer shall include the reasons for denial and alternatives available. Each unit shall post a vacation calendar accessible to all unit staff which shows all vacations approved, to be updated minimally every two weeks.
- d) Except in extreme emergencies, no vacation time previously granted shall be canceled, provided, however, that in no event shall a vacation be canceled less than thirty (30) days prior to its scheduled date.
- e) Where vacation requests conflict and cannot be resolved by mutual agreement between the bargaining unit members involved, preference shall be given to the bargaining unit member making the earlier request. However, conflicting requests made on the same day shall be resolved on the basis of bargaining unit seniority, staffing requirements and previous leaves received or vacation taken. Bargaining unit members may not receive preference for the same vacation period for more than two (2) consecutive years.
- f) Individual units may devise their own vacation request plans provided they are consistent with the terms of this Agreement. Each plan shall designate an annual minimal allotment of 232 hours per each 1.0 FTE employed on the individual unit. The Employer shall provide at least thirty-five percent (35%) of the vacation hours normally allotted in a non-holiday week during a holiday week. During summer (defined as the week of Memorial Day through the week of Labor Day) each unit may limit vacation request hours to a total of two weeks for each requesting employee. The two weeks may be consecutive. Vacation hours will be granted up to the total hours allocated for that week. Preference for summer vacation will be granted to those employees not receiving two (2) weeks of summer vacation the prior summer. Individuals may request and receive available time equal to the amount of vacation time in their banks at the time of their request.
- g) Subject to supervisory approval, employees who are unable to report to work due to inclement weather may use earned vacation time.
- h) The Employee shall have the option of taking up to two payouts of accumulated vacation hours per calendar year under the following conditions:
 - i. The employee makes the request in writing by November 15 to his/her supervisor;
 - ii. The Employee has greater than six (6) months' vacation accrued (prorated for percent appointment);
 - iii. The payout is limited to a maximum of two (2) week's hours and a minimum of 25% of one week's hours;

- iv. The payout of permanent differentials shall not be included in the payout;
 - v. The hours paid out shall not be counted toward hours worked for the purposes of overtime or seniority accrual;
 - vi. The payment shall be made by a separate check within forty-five (45) days of the request;
- i) Employees will not be required to make up weekend work granted as vacation time.

Section 6. Governance of Sick Leave.

In order to receive payment of basic straight time wages during sick leave, the following conditions of eligibility must be satisfied:

- a) The employee must have sick leave accrued in his/her favor.
- b) In the event of absence due to sick leave usage as set forth in Policy and Rules, the employee shall in accordance with departmental requirements notify or cause to be notified the designated supervisor before the employee is scheduled to start work, except when excused from this requirement by the designated supervisor.
- c) 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. "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. The use of accrued sick leave for Family and Medical Leave purposes does not extend the twelve (12)-week Family and Medical Leave entitlement. (Deviation from Policy and Rules.)
- d) The Employer reserves the right to require evidence of sickness acceptable to it before allowing sickness benefits when it has sufficient reason to suspect abuse of leave or for verification of the employee's ability to return to work. The Employer must make the employee aware of this requirement in advance and in writing, and of the time factors involved in submitting proof of illness. (Deviation from Policy and Rules).
- e) Call-in times for inpatient unit-based nurses shall be three (3) hours before the beginning of each shift. For outpatient unit-based nurses, call-in times shall be two (2) hours before the beginning of each shift.

- f) Exceptions will be made for situations causing an employee to be unable to notify the clinical unit within times specified.
- g) Employees will be given the option of using any accumulated and unused vacation and personal leave in lieu of an approved absence without pay.
- h) All employees eligible to participate in the State Universities Retirement System are eligible for compensation of Sick Leave which has been earned but not used on or after January 1, 1984, at the time of employment termination, in accordance with provisions of 30 ILCS 105/14a.

Section 7. Special Leaves for the Birth or Adoption of a Child.

It is the parties' intent to provide sufficient leave for parents of a newly born or adopted child. In addition to FMLA and benefited time (subject to the limitations below), employees are eligible to take a special leave for the birth or adoption of a child. Special leaves for the birth or adoption of a child are unpaid and shall be governed in accordance with Policy and Rules, Policy #11, except for the following deviations: 1) such leave may be taken for adoption or the birth of a child; and 2) leave will be guaranteed for a period not to exceed a cumulative total of six (6) months which includes a) FMLA time for the birth or adoption; b) parental leave time; and c) benefited time taken in connection with the birth or adoption of the child. Such leave must be concluded within six (6) months of the birth or adoption of the child. The employee will give his/her immediate Supervisor a minimum of thirty (30) days advance written notice of the intent to start such leave of absence and also thirty (30) days written notice of the intent to end such leave of absence. If the employee's position is open thirty (30) days prior to the conclusion of his/her leave, the employee will be returned to that position, so long as the employee has notified his/her supervisor in writing of his/her return date at least thirty (30) days prior to his/her return. If the employee's position is unavailable, the employee will be returned to another position within the bargaining unit.

Section 8. Effect of Leave on Anniversary Date.

In the event of an authorized leave of absence without pay for reason of disability (including pregnancy), of more than eighty-four (84) calendar days, or a leave of absence without pay for any other reason of more than forty-two (42) calendar days, there will be an adjustment of the anniversary date upon the employee's return from the Leave. The anniversary date will be extended by the number of calendar days in a nonpay status beyond the first eighty-four (84) calendar days (or the first forty-two (42) calendar days, respectively). The employee will be entitled to any general increases granted during the absence upon return to work.

Section 9. Educational and Professional Opportunities.

- a) Subject to operating needs of the Employer, and with prior approval of the Patient Care Director, reasonable time off work, with pay, may be allowed a limited number of employees covered herein to attend professional or

educational meetings and workshops which the Employer deems to be of value to it.

- b) Notwithstanding paragraph (a) above, all full-time (100%) nurses covered by this Agreement, who have completed their probationary period, will be granted paid time off for the purposes of attending Continuing Education programs directly related to the nurse's specific area of employment. Nurses working less than full-time will have the number of hours paid prorated according to their FTE appointment. Paid conference time is non-cumulative and will be granted during the University of Illinois' fiscal year in accordance with the following schedule:

Length of Continuous Employment as an RN with the University of Illinois	Paid Conference Time
6 mos. - 12 mos.	1 day (8 hours)
13 mos. - 24 mos.	2 days (16 hours)
25 mos. or more	3 days (24 hours)

All employees who qualify for this paid time off may take the time in increments of four (4) hours. That is, the time can be taken as one (1) eight (8) hour day, or two (2) four (4) hour days. The nurse is responsible for submitting the request for attendance on the approved form one (1) month prior to the program. Within five (5) days after receipt by the immediate supervisor, the nurse shall be given, in writing, his/her answer to the request for educational leave.

Nursing Services retains the right to deny the nurse attendance if the program is unrelated to the nursing care of the patients of the nurses assigned work area, or if the absence of the nurse would create unusual scheduling problems. In addition, in an emergency situation, the Employer shall have the right to cancel the leave. When a request for paid educational leave under this Section is denied, the requesting nurse retains the right to receive said time upon the occasion of another request. It is understood that the Employer's rights of refusal are applicable to all requests. The Employer is not required to bear the costs of the program attendance, including but not limited to travel, registration, materials, fees, lodging and meals, except that the employer shall reimburse bargaining unit employees for paid program registration incurred in reliance on a previously approved educational leave later cancelled.

The nurse is responsible for submitting a report of the program and for teaching the content to clinical divisional personnel.

- c) Nursing Administration will provide at least two (2) Continuing Education Programs per year which offer contact hours and will facilitate nurses' attendance at these programs.
- d) The Employer agrees to reimburse employees for successful completion of continuing education courses related to nursing at an accredited college or

university up to an amount not to exceed two thousand dollars (\$2000) per year, prorated for part-time employees. To qualify for reimbursement, the employee must: 1) have completed his/her probationary period; 2) submit a written request to Human Resources; and 3) provide satisfactory evidence of successful completion of the coursework (i.e., a grade of C or higher or a grade of "pass" in a pass/fail course).

- e) The Employer agrees to reimburse employees annually for current outstanding nursing education loans up to two thousand dollars (\$2000) per year, prorated for part-time, for a period up to five (5) years (for a total of ten thousand dollars (\$10,000)) as set forth in this section. The Employer will provide up to two thousand dollars (\$2000) after the employee's successful completion of the employee's probationary period if: 1) the employee submits a written request to Human Resources; and 2) the employee provides satisfactory evidence of an outstanding and unreimbursed nursing student loan. For each of the next four years, the employee will be eligible for up to two thousand dollars (\$2000) in August of each year to qualifying employees. To qualify for continuing reimbursement, the employee must: 1) submit a written request; and 2) provide satisfactory evidence of an outstanding and unreimbursed nursing student loan.

Section 10. Holidays.

- a) Paid holidays as set forth in Policy and Rules and as designated for employees in this Bargaining Unit by the Chancellor at the University of Illinois, Chicago Campus for 2017-2020 will be observed as follows:

Holiday

Labor Day
Thanksgiving Day
Christmas Day
New Year's Day
Martin Luther King, Jr. Day
Memorial Day
Independence Day

In addition to the calendar holidays set forth above, employees are also eligible for four (4) "floating holidays" during each fiscal year. These holidays will be administered and selected as set forth in Executive Notice 00-1 issued by the Chancellor of The University of Illinois at Chicago.

For purposes of definition, the holiday will begin at 11:00 p.m. on the evening preceding the holiday and end at 10:59 p.m. on the day of the observance of the holiday. (Deviation from Policy and Rules.)

The Employer will notify the Association, in writing, of the specific date of observance of the above designated holidays for fiscal year 2002-2003 and subsequent years.

- b) A nurse who has a 90% or greater appointment and has fifteen (15) calendar years of service in a status bargaining unit position shall only be required to work a maximum of one winter (Thanksgiving, Christmas or New Year's) and one summer (Memorial Day, Fourth of July, or Labor Day) holiday specified in subsection 10(a) and as selected by the nurse. Where holiday selections conflict and cannot be resolved by mutual agreement between the nurses involved, the conflict shall be resolved on the basis of bargaining unit seniority.
- c) Notwithstanding the language contained in Article V, Section 10, employees may take their floating holidays at any time during the fiscal year. Availability of floating holidays shall follow the provisions of Section 5 (Vacation Availability) (a), (c) through (g) of Article V. At the end of each fiscal year, all employees will receive payment at his/her basic straight time hourly rate for that employee's regular shift for up to two (2) floating holidays not taken. A floating holiday will be substituted for an approved vacation day upon the request of an employee made by the end of the pay period in which the approved vacation day falls. Each employee shall be eligible for floating holiday time based upon the percent status appointment. All nurses employed as of July 1 shall be eligible for four (4) floating holidays. All employees hired after July 1 shall be eligible for floating holidays per the following schedule during their first year of employment:

Hire Date	No. of Floating Holidays
July 1 - September 30	4
October 1 - December 31	3
January 1 - March 31	2
April 1 - June 30	1

(Deviation from Policy and Rules.)

Section 11. Subpoenaed Witnesses and Jury Duty.

A nurse subpoenaed to serve as a witness in any state or federal court on a matter arising out of the nurse's employment for the University shall be eligible for absence and pay on the identical basis as set forth in Policy and Rules (Jury Duty), University Rule 11.03 and University Regulation 11.031. If a nurse is not subpoenaed to serve as a witness but requested to appear in one of the aforementioned courts by the Employer in its behalf, he/she shall be eligible for pay as specified above.

A nurse called to jury duty shall be paid Jury Duty Pay for all scheduled hours (shifts) that are missed due to jury duty service. There shall not be any prorating of hours due to part-time or flexible scheduling status. Hours shall be paid at the nurse's regular rate of pay, inclusive of shift differentials.

**ARTICLE VI
WORK RULES AND CONDITIONS**

Section 1. Schedule.

- a) Since the Employer's operations require variations in staffing levels, and scheduled hours or shifts, the shift's starting and endings will conform to those requirements. The intent of this section is not to manipulate starting or quitting times in such manner as to obviate payment of overtime to employees.
- b) Monthly work schedules of employees covered herein shall be posted two (2) weeks in advance of the beginning of the period covered by a schedule.
- c) Monthly work schedules for all full-time and part-time status employees covered by this Agreement shall be posted in accordance with (b) above. Any changes to the posted work schedule which are initiated by the Employer shall be by mutual agreement.

Section 2. Low Census Day.

- a) When a unit's staffing levels exceed current and next shift projected patient care requirements and after floating options have been exhausted throughout the clinical area, the following occurs in sequence on the unit:
 - 1. Per diem agency shall be canceled;
 - 2. Overtime will be canceled;
 - 3. Extra help RNs will be canceled;
 - 4. Extra straight time hours will be canceled;
 - 5. Staff will be assigned administrative time to complete mandatories and other unit operational assignments;
 - 6. Volunteers will be sought on the unit. Each unit will maintain a log of nurses' turns taking low census time and low census time will be distributed equitably. Low census time will not affect a nurse's benefit accrual and a nurse who volunteers for low census shall have the choice whether or not to use available holiday or vacation accruals or to be unpaid.
 - 7. An RN may volunteer for an unlimited number of low census hours. However, voluntary low census shall not count toward the annual maximum hours of mandatory low census taken in a calendar year.
 - 8. No RN may receive low census vacation until approved by the Nursing Resource Office.

- b) In the event that efforts in a) above are insufficient to reduce the amount of scheduled staff the following shall occur in the following order:
1. Nurses on the unit with excess staff will be offered the choice to bump a flex or agency nurse on another unit for which he/she is qualified to float to;
 2. According to a rotation in the reverse order of seniority the least senior nurse will be canceled (if canceled greater than 3 hours before the shift's start) or will be sent home if already present at work;
 3. The nurse shall have the option to use benefit time or take the time without pay and without loss of benefit accrual;
 4. No nurse shall be required to take more than thirty-two (32) hours of mandatory low census time during a calendar year.

Section 3. Permanent Shifts.

On each unit, a minimum of two (2) positions or 20%, whichever is greater, of the total available day rotation positions will be allocated as permanent day shifts for each inpatient unit, including the Operating, Recovery, Emergency Rooms, Surgi-Center, and Float Team. Eligibility for these positions will be limited to status bargaining unit employees with 80% status appointments or greater with five (5) or more years of bargaining unit seniority. Assignments to these positions will be made by the Employer from eligible volunteers. In the event there are more volunteers than positions, the positions shall be granted to those nurses with the greatest bargaining unit seniority, at any time on each unit. Nurses with twenty (20) or more years of bargaining unit seniority may be granted a permanent day shift position so long as the total permanent day shifts for each clinical area or unit listed above do not exceed 25% of the available day rotation positions. Permanent day shifts are defined as those in which more than one-half (50%) of the hours of the work shift fall between 7 a.m. and 3 p.m. Preference for shift selection will be granted according to bargaining unit seniority.

Section 4. Shift.

- a) Except as indicated in ARTICLES XIII and XIV, the work shift shall consist of eight and one-half (8 ½) consecutive hours including one-half (1/2) hour of unpaid meal time. A shift starting one day and continuing into the following day shall be considered as one shift and attributed to the first day.
- b) Unless an employee requests lesser time, there shall be a minimum of ten (10) hours between the end of a regular shift and the start of the employee's next regularly scheduled shift.
1. As to employees who are required to take calls, such employees shall have the minimum of ten (10) hours between the end of their call back time and the start of their next regularly scheduled shift if the worked

hours for the regularly scheduled shift immediately prior to the call back and for this call back time totals twelve (12) or more hours in a twenty-four (24) hour period (day shift to the following day shift). However, in treatment units that adhere to more generous guidelines regarding the shift following a call-back, such guidelines shall continue in those areas.

- c) The Employer will, when a nurse changes from night to day shift, not schedule that nurse for further duty until the beginning of the second day shift following the change, in those units where such scheduling is possible, but shall not be obligated to follow this procedure in all units.
- d) Consistent with the Employer's operating requirements, nurses will receive a rest period of fifteen (15) minutes during each one-half (½) work shift.
- e) Employees covered herein shall be entitled to a scheduled meal period of thirty (30) minutes without pay. With the concurrence of a majority of employees in a clinical unit or division, and when operationally feasible, that unit or division may combine the fifteen (15) minute afternoon rest period with the thirty (30) minute meal period to make a forty-five (45) minute meal period. The employee will not be required to remain on the unit during the unpaid meal break. Any break taken off the unit shall be without interruption.
- f) Employees covered herein must report on their jobs as required by the Employer and be ready to and begin their work at official times of their shifts' openings.

Section 5. Workday.

The workday is a fixed and regularly recurring period of twenty-four (24) consecutive hours and begins at 12:01 a.m., each calendar day.

Section 6. Workweek.

- a) The workweek is a fixed and regularly recurring period of one hundred sixty-eight (168) hours - seven (7) twenty-four (24) hour periods - and begins at 12:01 a.m., Sunday. The full-time work schedule in the work week shall normally consist of one (1) eight (8) hour shift during each of five (5) days and shall not exceed forty (40) hours of work.
- b) No employee covered herein working sixty percent (60%) or more time shall be required to work all three (3) shifts during seven (7) consecutive days.
- c) No employee covered herein will be scheduled to work more than six (6) consecutive days unless mutually agreed upon. Wherever possible, the employee will not be scheduled for more than five (5) consecutive days.
- d) Except in cases of employees voluntarily working weekends (Saturday and Sunday), the Employer, through rotating shifts, scheduling of In-House Registry nurses or other scheduling devices tending to preclude any employee having to

work more than one out of two consecutive weekends, will adhere to the practice of formulating monthly work schedules in which no employee covered herein will be required to work more than one (1) out of two (2) consecutive weekends unless unforeseen situations preclude applying the practice enunciated above. In any case, all employees will be guaranteed twenty-six (26) weekends off per contract year and a minimum of six (6) weekends off in twelve (12). A minimum of three (3) consecutive weekends off per year as part of vacation request will be honored as part of the guarantee of twenty-six (26) weekends off per contract year. A fourth and subsequent unscheduled call off (s) by a nurse for a scheduled weekend shift may be rescheduled at the manager's discretion in a future schedule in lieu of a week day shift the nurse would otherwise be scheduled for within a six (6) month period. The number of weekend call offs will be maintained on a rolling twelve (12) month basis. For purposes of definition, the weekend begins at 11:00 p.m. Friday and ends at 6:59 a.m. Monday.

- e) Holiday work will be fairly distributed among employees in the unit.

Section 7. Shift Assignments

In order to minimize the amount of rotation the Employer will attempt to fill evening and night assignments with nurses available and willing to work permanent evenings and nights. When rotation exists to total the equivalent to one 80% FTE or greater, the supervisor will:

- a) In the case of a vacant position, post a position for the permanent off shift.
- b) In the case of no vacancy, offer current staff the option of a permanent off shift.

All employees assigned to a permanent shift, either days, evenings or nights, will not be required to involuntarily rotate to another shift, absent an internal or external disaster or weather emergency.

Section 8. On-Call Assignments.

- a) No non-exempt employee will be required to be on-call for more than five (5) shifts in a single four (4) week schedule unless temporary increases in on-call assignments are necessary to meet the Employer's unusual operational needs.
- b) The assignment of on-call will be fairly distributed among all employees in the unit.
- c) Units designated for on-call assignments are: Operating Room, Post Anesthesia Care Unit, Blood Donor Room and Therapeutics and, Cardiac Cath Laboratory and Radiology. These units are designated as specialized units in accordance with 210 ILCS 85/10.9(a).
- d) The CNCIIs with on-call responsibilities are only those with current on-call responsibilities as of August 24, 2017 and any employee who accepts a CNCII

position with on-call responsibilities on or after August 25, 2017. Such on-call responsibilities must be clearly identified in the job posting.

- e) If the on call nurse cannot be reached by the designated method, the on call pay for that shift will be withheld.

Section 9. Additional Work and Overtime Assignments.

No nurse will be required to work more than his/her regularly scheduled hours. If more work is required than can be met by short-term assignments, subject to Article XIII, Section 1(f), such additional work opportunities shall be by voluntary assignment only. Insofar as practical, work assignments shall be distributed as fairly as possible according to the following preference:

1. Available qualified "extra-straight time" status nurses;
2. Flex RN's at straight time (voluntary or as assigned by Nursing Resources);
3. Qualified status RN's in overtime status; and
4. Flex RN's at overtime rates.

(Deviation from Policy and Rules)

A status nurse not already on the premises shall be compensated whenever overtime or extra straight time hours that were previously approved are canceled with less than two (2) hours' notice. The nurse shall be compensated for late cancellation with two (2) hours' straight time pay, which shall not be counted towards hours worked for the purposes of overtime, seniority or benefit accrual, and the nurse shall not be required to remain on premises to work. (Deviation from Policy and Rules.)

A scheduled per diem commercial registry RN will be canceled if a qualified bargaining unit member volunteers to work the same assignment of the registry nurse at least four (4) hours before the beginning of the assignment. Such commercial registry ("Agency") nurses will be used only in emergency short - term situations.

Section 10. Job Posting.

- a) When a bargaining unit position is approved for filling, the Director or his/her designee will send an email to the employees in the unit/department where the position exists, before it is posted on the UI Health job board on the intranet under b) below. Employees in this same unit/department and in the same job classification but on a different shift may bid on this position within seven (7) days. This position will be awarded to an employee in the same job classification but on a different shift in this unit/department who has the greater bargaining unit seniority. However, in the unusual situation where the move of this employee would not meet the operational needs of this unit/department due to the need for

further development of other RNs or until a suitable replacement is in place, the move of the successful bidder may be delayed but in any case will be awarded to the most senior bidding RN as soon as possible. When this position is awarded to such an employee in the same unit/department, the position of the successful bidder will be posted on the UI Health job board on the intranet as set forth in section b) below.

- b) Except as provided in a) above, all bargaining unit positions approved for filling will be posted on the UI Health job board on the intranet for two (2) weeks prior to the position being filled. Current employees seeking a change in position may interview for posted positions. All employees requesting to interview for a vacant position will be provided with a list of the specific qualifications that are required for the posted position. Such employees must complete an on line application. The contact person will screen the applicant and arrange for an interview for qualified candidates. No provision of this Agreement authorizes the Employer to create bargaining unit positions that are exempt from this Section.
- c) A current employee shall have priority for vacant positions over new hires provided both are equally qualified. If two (2) or more current employees apply for a posted position, and both are equally qualified, the employee with greater bargaining unit seniority will be offered the position. (Deviation from Policy & Rules.) Within two (2) weeks following the filling of the position, the employee will be informed of the reasons she/he was not selected.
- d) When an employee is accepted for transfer to another position or unit within UI Health, the Employer will implement the change within six (6) weeks from the date of acceptance.
- e) The Employee's acceptance of a posted position for evenings or nights will constitute a written commitment for permanent shift assignment for one year.
- f) The Employer will provide the Association with copies of all Nursing Services job postings.

Section 11. Assignments (Ambulatory Services).

- a) Ambulatory Services employees will be assigned and oriented to work within like clinical service areas (i.e., Medicine, Surgery, Women's Health, Pediatrics). Except in unusual circumstances, employees will not rotate to other clinical service areas and will not float to more than two (2) separate clinics in a single work day. Exceptions will be made for designated float positions.
- b) All staff, including Float and Flex, assigned to any clinic that functions more than five (5) days per week or has evening hours will rotate that assignment unless it is specifically requested by an employee covered herein, assigned to that area, to have a week day off in lieu of Saturday, or to assume the evening hours. Employees will not be required to work more than five (5) consecutive days.

- c) If shift schedules for any clinical service areas are to be substantially changed, the Employer will give employees four (4) weeks' notice prior to implementation of the change. Staff arrangements will be equitably worked out among employees then assigned to such clinics.
- d) Ambulatory Services Employees will have the option of working part-time. Employees will have approved requests to reduce time implemented within two (2) schedules. Operational needs and clinical expertise are considered when assigning part-time staff. Depending on the service, patient needs or other staffing requirements, it may not be possible to accommodate the Employee's request to reduce percent time in a specific cost center. If an employee requests to reduce his/her percent time below forty percent (40%), it may not be possible to accommodate the request in a specific cost center. Reassignment within Ambulatory Services, the float pool or a vacant position may be necessary.

If an Employee is reassigned outside her/his cost center, he/she will have first option to transfer back before other employees or new hires are offered or granted a part-time position. This option will expire six (6) months after the date of reassignment. However, an employee may volunteer to be reassigned (fully or partially) outside her/his cost center. In that event, she or he will have the first option to transfer back before other employees or new hires are offered or granted a position; any such reassignment may be revoked by the nurse with six (6) weeks' notice to the supervisor. In the absence of voluntary reassignment, unmet needs will be fairly and equitably rotated among bargaining unit employees in the department

Section 12. Reduction of Percentage FTE.

Employees within hospital cost centers may request, in writing, to reduce their FTE appointment to no less than 40% (employees as of September 1, 2005 with less than 40% appointments may remain at current appointments). Effective January 1, 2009, a request for percentage reduction will be granted within 90 days, including employees on leave, if current unit staffing will accommodate posting replacement of at least 40%. The replacement position of at least 40% may be achieved through combining the requested decrease with current vacancies. Exemptions to this section will be made for life-altering events and continuing nursing education.

Section 13. Security.

Employer will provide employees covered herein with police services (security) within its capabilities to do so. During the major shift changes, a visible Police Officer or Security Guard will be stationed at a designated point between the Hospital and the University parking lots designated as Security Parking. The Officer's station and time of duty shall be made known to all nurses. It is understood that the Officer's assignment is subject to emergency priorities as established by the Watch Commander. However, it is the intention of the Employer to continue the present level of security through the term of this Agreement, including but not limited to the following security measures:

1. Red Car Service will be available from 11 p.m. to 7 a.m. This service in normal circumstances will be able to arrive within fifteen (15) minutes after being contacted.
2. University personnel will be available to accompany employees to their vehicles that are parked in University parking facilities.
3. A University Police Officer or Security Guard will be assigned to the Hospital at all times. Any door or entrance to the Hospital or clinic buildings that is unlocked between the hours of 8:30 p.m. to 5:00 a.m. shall have a security guard posted. Emergency Room employees will have access to a two-way communication with the Officer or Security Guard who will be available on short notice to provide any required assistance. If the Employer contemplates decreasing the present level of security, the Association will receive two (2) weeks' written advance notice of such changes. Upon request, the Employer agrees to discuss the effects of the changes with the Association.
4. Consistent with pre-existing UI Health policy (including but not limited to Policy # EC 3.14), any employee covered by this Agreement may contact Security or any other designated person or persons under an applicable UI Health policy whenever the employee perceives a threat to her or his physical safety.

Section 14. Scrub Uniforms.

Employer will determine employee's scrub apparel requirements and issue same individually to them at no cost to said employees.

Section 15. Non-Nursing Duties.

In order to provide for most efficient use of employees covered herein, as well as to improve recruitment and retention, Employer agrees that their non-nursing duties will be reduced and eliminated to the fullest extent possible.

Section 16. Classification.

- a) When an employee covered by this Agreement is charged with responsibility for a unit and the characteristics of whose position satisfy the criteria of a higher class, the Employer will recommend classification or reclassification of the position.
- b) Any employee who believes that the position occupied should be reclassified has a right to initiate a job audit by making direct request for it to the Assistant Vice President for Human Resources, or the Association may initiate it in the employee's behalf but, in both cases, notices of the action taken will be communicated to the Chief Nursing Officer through appropriate channels. Appeals from the results of job audits, whether initiated by employee or

Association, may be affected through the Grievance Procedure (ARTICLE VIII, Section 3, herein). After such procedure has been exhausted, review may be requested, first of the Director of State Universities Civil Service System and then of the State Universities Civil Service Merit Board under the provision of Civil Service Rule 250.130.

Section 17. Identification Badges.

Employees covered in this Agreement may be required, while working or otherwise being upon the Employer's premises, to wear in the manner prescribed by the Employer, appropriate identification badges; such badges to be provided initially to the employees at no cost to them by the Employer.

Section 18. Health and Safety.

- a) The Employer will provide a safe and healthful work environment for all employees including education and equipment as required by applicable regulatory agencies. A pregnant employee and her supervisor are each expected to give due consideration to safe working conditions and practices during the period of maternity. Each is responsible for obtaining medical opinion on a timely basis regarding the compatibility of the employee's work and maternity.
- b) The Employer will educate employees as to the potential health hazards associated with the handling of cytotoxic drugs and will orient employees in the proper techniques and procedures which minimize such hazards. Protective material and equipment will be provided. Employees who choose not to handle cytotoxic drugs because they are pregnant, breast feeding or trying to conceive will be advised of their options, including temporary reassignment and transfer.
- c) The Employer agrees that the reduction of muscular skeletal injuries is a high priority. The Employer agrees to make mechanical devices available and readily accessible, in sufficient number to meet patient need to all nursing units to assist in the lifting and transfer of patients and to fully train nursing employees in the use of the devices.
- d) The Employer agrees to an ongoing process of inventory replacement of "sharps" with "sharps with engineered sharps injury protection (SESIP)." The Employer will include the Association and its members in the review of current devices and selection of the replacement devices and will report progress on these matters to the members of the Environment of Care Committee (ECC). The Employer will initiate in-services regarding the safe and proper usage of all replacement devices. Any items that cannot be replaced with a SESIP will be reported to the PNC along with a plan to educate staff in their safe usage. Any potentially injurious devices that are introduced for use in the clinical settings will be reported to the PNC and the Association along with the plan to educate staff in their safe usage.

- e) One representative from the Association will be added to the membership of the monthly Environment of Care Committee, whose charter is identification, review and resolution of Medical Center wide health and safety concerns.

Section 19. Performance Appraisals/Access to Personnel Files.

- a) The Employer will conduct a performance appraisal on at least an annual basis as well as at the end of the probationary period. Portions of the evaluation which refer to the review of the nurse's clinical performance may be completed only by registered nurse or physician responsible for the supervision of the nurse's clinical practice.
- b) The employee will receive a written copy of the performance appraisal.
- c) The employee's signature on their performance appraisal shall not be construed as concurrence with its contents.
- d) The employee will have the right to respond to the performance appraisal and to have that written response placed with the performance appraisal in their official personnel file.
- e) The Employer will not add any performance appraisals or other work evaluation to the employee's personnel file(s) unless the employee has had the opportunity to review it.
- f) The employee will have the right to review his/her personnel file(s) in accordance with the provision of 820 ILCS 40/1 et seq., except that such reviews may be made more often than twice per year, upon request of the employee.
- g) Supervisory notes that pertain to an employee's performance deficiencies (including attendance and tardiness) that are not associated with a formal discipline and that are older than twenty-four (24) months shall be removed from the employee's file upon the employee's request.

Section 20. Parking.

During the term of this agreement, the University reserves the right to change from time to time the fees charged to bargaining unit employees and the terms for parking assignments and the availability for the use of the University parking lots and/or structures .

**ARTICLE VII
MAINTAINING AND FILLING BARGAINING UNIT POSITIONS**

Section 1. Maintaining Budgeted Positions.

- a) The Employer commits to maintaining 90% of the 1,051 bargaining unit FTE positions, which is the total FTE reflected in the seniority list provided to the INA in March 2017, except as provided for in Article XI, Section 2.b.

- b) The INA will be informed of the budget setting process and be provided opportunities for education concerning the budget.

Section 2. Filling Vacant Positions.

The Employer may, at any time, reassign or attrit vacant positions and will inform the INA of changes at the time the decision is made. Decisions to attrit vacant positions will be based on on-going review of activity and projected activity indicating reductions in:

- patient volume;
- patient care needs;
- revenue;
- acuity;
- hours of operation;
- services delivered;
- operative procedures;
- diagnostic procedures;
- deliveries performed; and
- programs and services available.

When a budgeted position becomes vacant, the Employer shall decide whether the position will be retained within the cost center. If the Employer decides to retain the position within the cost center, the Employer will fill the position as soon as possible, subject to a normal vacancy rate of 5%. If the Employer decides to shift the position to another cost center, including the float pool, the Employer will inform the INA in writing of the decision to transfer the position and inform the INA as to which cost center the position will be transferred.

**ARTICLE VIII
DISCIPLINE AND GRIEVANCE PROCEDURE**

Section 1. Discipline Procedure.

The Employer agrees to the principle of positive progressive discipline. When the Employer is considering discipline, the Employer will schedule a pre-disciplinary meeting with the employee. The notification to the employee must be made within thirty (30) days of the date that the supervisor became aware of the action giving rise to the pre-disciplinary meeting, with the exception of attendance and tardiness. The Employer will inform the employee of his/her right to Association representation before any meeting that could result in formal disciplinary action and will give the employee at least five (5) workdays' notice of the time and place such meeting will be held. The Employer will endeavor to schedule hearings that accommodate attendance by Association representatives. Association representatives will endeavor to make themselves available for such meetings and will make every effort not to cancel scheduled meetings. At the pre-disciplinary meeting, the Employer will review the facts and

circumstances which give rise to the potential discipline. The parties will attempt to conclude the pre-disciplinary meetings in one hour.

If the Employer determines that discipline is necessary, discipline shall be imposed as soon as possible after the Employer is aware of the action giving rise to the discipline. The Employer will not discipline employees which includes formal written warnings, suspensions and discharges for other than just cause. The Employer will not reassign or transfer employees for disciplinary reasons.

Whenever an employee covered by this agreement is given a Letter of Warning, Suspension, Written Charges for Discharge or Notice of Demotion, a copy of the notice of such action will be given to the Association by email. (Deviation from Policy and Rules).

Section 2. Polygraph Testing.

Before any employee may voluntarily submit to a polygraph test, the employee will be given the right to Association representation.

Section 3. Grievance Procedure.

- a) Definition: Grievances include any dispute over the interpretation or application of this Agreement.
- b) This grievance procedure is the exclusive procedure for resolving above grievances, except for discharge from a status position and demotion from a status position, which are provided for in (c) below. In addition, involuntary separation during the probationary period is subject to the grievance procedure except that such separation may not be appealed to arbitration. In considering any appeal of involuntary separation during the probationary period, the review will be limited to the question of whether the discharge has been discriminatory because of race, creed, color, sex, national origin, sexual orientation or has been otherwise inconsistent with the University's equal employment obligations and policies.
- c) Demotion and Discharge Procedures
 1. The Employer will provide a written notice of "administrative leave" (paid or unpaid) to the employee and to the Association. The notice to the employee will be by personal service or overnight signed receipt mail and the notice to the Association shall be by electronic mail (PDF version). This notice shall contain a brief statement of the matter(s) being investigated. At the conclusion of the investigation the findings will be similarly submitted to the employee and the Association.
 2. If the Employer files a "Written Charges for Discharge" or "Notice of Demotion" in accordance with Chapter VI Section 250.110(e) (1) through (7) or Chapter VI Section 250.110(f) (1) through (3) of the State

Universities Civil Service System Statute and Rules, the employee, with the assistance of the Association may file a grievance at Step Two under this grievance procedure within ten (10) calendar days after service of "Written Charges for Discharge" or "Notice of Demotion" by personal service or certified overnight mail to the employee and notice to the Association by facsimile or electronic mail (PDF version) . Alternatively, the employee may file an appeal with the State Universities Civil Service System Merit Board in accordance with the State Universities Civil Service System Statute and Rules, provided the appeal is filed within fifteen (15) calendar days after receipt of the Step Two grievance decision of the Director of Human Relations and University Opportunity in the Office of the President. If the decision is not appealed to arbitration within ten (10) calendar days, or to the Universities Civil Service System Merit Board within said fifteen (15) calendar days, it shall be considered binding on the employee, Employer and the Association. The filing of an appeal with the State Universities Civil Service System Merit Board shall constitute the employee's election to have the Merit Board review his/her appeal rather than binding arbitration under the grievance procedure. If such election for Merit Board Review is made after the Association has filed a request for arbitration, then any such grievance shall be considered withdrawn and the grievance-arbitration process terminated.

- d) Employees may have the formal grievance adjusted through Step 1 of this grievance procedure without intervention of the Association as long as the adjustment is not inconsistent with the terms of the Collective Bargaining Agreement then in effect, and provided that the Association has been given an opportunity to be present at such adjustment.
- e) Extension: Any time limit established in the grievance procedure may be extended by mutual agreement of the parties.
- f) Payment for Time: Time spent in handling grievances by an employee or his/her representative, if the representative is a University employee, or time spent representing an employee at a pre-disciplinary meeting, shall be with full pay at the basic straight time wage or salary rate only for time spent during the regular workday or shift. Paid time will not be allowed for time spent in grievance handling outside the regular shift. In no case, however, shall any employee leave his/her post of duty without the knowledge of and permission from his/her designated supervisor, which permission shall normally be given, subject to emergency exceptions.
- g) Grievance Procedure: Grievance advanced by or on behalf of an employee covered by this Agreement shall be heard and reviewed in accordance with the procedures outlined below.

Step 1

An employee who has a grievance shall discuss the grievance with his/her designated supervisor in an effort to settle same. The designated supervisor is one designated by the Employer for a given operational unit and such designated supervisor will be made known to the employees represented herein. An employee may do this personally or with an Association representative who may or may not be an employee of the University. The supervisor or the Association may request additional participants to act as resource personnel but shall not relieve the designated supervisor and the employee from the responsibility for resolving the problem.

The above procedure, if followed in good faith by both parties, should lead to a fair and prompt solution of most of the daily Employer-Employee problems. However, if a grievance is not satisfactorily resolved, it may be reduced to writing and filed promptly as a formal grievance.

To be considered formally, a grievance must be in written form, signed by the employee(s) or representative and filed with the Chief Nursing Officer or designee. The written grievance must contain the facts of the case, the section(s) of the Contract alleged to have been violated and the relief sought. It must also be submitted within thirty (30) calendar days after the occurrence leading to the grievance or within thirty (30) calendar days after the employee was able to determine that the occurrence affected him/her, whichever is later. This time limit: (a) does not include time spent in efforts to resolve a complaint informally; (b) does not apply to requests for position classification review as provided in Policy and Rules.

The written grievance need not follow any particular format, but should include a report on the efforts to settle informally and such facts as may be of aid in arriving at a prompt and definitive resolution. The Chief Nursing Officer or designee to act for him/her shall convene a Step 1 hearing for the grievance not later than ten (10) business days following the date upon which it was formally filed. The Chief Nursing Officer or designee has ten (10) business days after the hearing to consider and answer the grievance. The answer shall be sent to the employee, grievance representative and the Association. If the Chief Nursing Officer or designee's answer does not resolve the grievance acceptably to the Association, the Association may appeal to the Director of Human Relations and University Opportunity in the Office of the President, provided the appeal is filed within ten (10) business days after the Chief Nursing Officer or designee's answer is received. If the Chief Nursing Officer or designee does not answer the grievance within ten (10) business days of the hearing, the grievance shall automatically be deemed to advance to the next step in the grievance procedure. Any decision by the Chief Nursing Officer or designee that is not appealed within ten (10) business days after it is received shall be considered binding on the employee, the Employer and the Association.

Step 2

If the matter is not resolved in Step 1 or an answer is not given by the Chief Nursing Officer or designee within the specified time limits, the Association may appeal

the grievance to the Director of Human Relations and University Opportunity in the Office of the President.

Upon receipt of an appeal, the Director of Human Relations and University Opportunity in the Office of the President or his/her designee 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. The Association may request that the Director issue a decision based upon the written record, without a hearing. If the Director believes that the written information provides adequate documentation of the grievance he/she shall so notify the Association. If the Director determines a hearing is necessary the Step 2 hearing will be scheduled to convene within twenty (20) business days of the receipt of the appeal. The written decision shall be issued within fifteen (15) business days after receipt of the appeal if no hearing is conducted.

Any hearing conducted by the Director of Human Relations and University Opportunity in the Office of the President will follow informal procedures. These hearings will guarantee that all persons with firsthand knowledge of the case have a full opportunity to be heard, and will provide the Association opportunities for rebuttal to any Employer testimony.

Grievances appealed to the Director of Human Relations and University Opportunity in the Office of the President will be evaluated in their entirety from the first level of appeal and will not be restricted to only those issues whereby agreement was not reached at the Chief Nursing Officer's step.

If the decision of the Director of Human Relations and University Opportunity in the Office of the President does not resolve the grievance acceptably, the Association may request that the grievance be moved to arbitration, provided the request for arbitration is made within fifteen (15) workdays after receipt of the decision at the Director of Human Relations and University Opportunity in the Office of the President level. If the decision is not appealed to Arbitration within said days, it shall be considered binding on the employee, the Employer and the Association.

Step 3

The appeal to arbitration shall be initiated by filing with the Director of Human Relations and University Opportunity in the Office of the President a request for arbitration stating the issue to be arbitrated. An arbitrator will be selected by filing a request with the Director of Arbitration Services of the federal Mediation and Conciliation Service to send a list of five (5) arbitrators. By mutual agreement a second panel may be requested. Within ten (10) workdays of the receipt of such a list the Director of Human Relations and University Opportunity in the Office of the President, or his/her designee, and Association representative, shall select an Arbitrator by alternately striking names from the list, with the Director of Human Relations and University Opportunity in the Office of the President, or his/her designee, striking the first name. The last remaining name shall be the Arbitrator. If, for any reason, the

person thus selected is unavailable, the procedure shall be repeated. If necessary a new list shall be requested. The arbitrator shall interpret this contract only (including examples of past practice) and shall have no authority to add to, delete from or modify the terms of this Agreement, and the decision of the Arbitrator shall be final and binding upon the employee, the Employer and the Association.

Arbitration Costs

Costs of the arbitration, including the fee of the arbitrator, shall be equally divided between the Association and the Employer, except that each party will be responsible for any expense: (1) incurred in the preparation and presentation of its own case, and (2) for any transcript it may order.

(This entire Section 3 represents a deviation from Policy and Rules.)

Section 4. Untitled

Letters of Warning and disciplinary suspensions, issued to employees covered herein, that are one (1) or more years old will not be used for the purpose of imposing penalties. However, Letter of Warnings and disciplinary suspensions may be used to establish a disciplinary pattern in all discharge proceedings.

Section 5. Designated Supervisor.

Designated Supervisor is one designated by the Employer for a given cost center and such designated supervisor will be made known to employees represented herein. The Employer shall send written notice to the Association within fifteen (15) business days, whenever the supervisor is changed and designated for an anticipated period longer than thirty (30) days in a cost center, and an annual report of designated supervisors.

ARTICLE IX LABOR - MANAGEMENT CONFERENCES

The Association and the Employer mutually agree that in the interest of efficient management and harmonious employee relations, it is desirable that meetings be held between representatives of the Association and management; such meetings to be referred to as "Labor-Management Conferences." Problems of mutual concern, including conditions tending to cause misunderstandings, shall be considered. However, such meetings shall be exclusive of the Grievance Procedure provided in ARTICLE VIII and formal grievances shall not be considered at such meetings. Either the Association or the Employer may request a Labor-Management Conference which will occur at a mutually agreed upon time after said request. Any such Labor-Management Conference will be scheduled by the Labor Relations Office and the Association. A Labor Relations Officer will be present at any such scheduled conference. The party requesting a Labor-Management Conference shall provide the other party with an agenda of the issues to be discussed prior to the scheduled conference. Association representatives will be paid

their basic straight time hourly wage rate for time spent in such meetings, pursuant to Policy and Rules.

ARTICLE X NO STRIKE OR LOCKOUT

Section 1. No Strike.

During the term of this Agreement there shall be no strikes, work stoppages or slowdowns, or any other form of concerted interference with job performance. No officer or representative of the Association shall authorize, institute, instigate, aid or condone any such activities.

Section 2. Discipline.

The Employer has the right to discipline, up to and including discharge, its employees for violating the provisions of this ARTICLE.

Section 3. No Lockout.

No lockout of employees shall be instituted by the Employer or their representatives during the term of this Agreement.

ARTICLE XI SENIORITY

Section 1. Seniority.

- a) After completion of the probationary period the status employee'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 once earned in a classification is retained during any period of continuous employment. Seniority may be accumulated in certain types of non-pay status under specified conditions as provided for in Section 250.120 (f), (g) and (j) of the State Universities Civil Service System Statute and Rules.
- b) The Employer will maintain a public and current seniority list which includes the names of all status employees in each class in order of their seniority. The Employer will provide copies of rosters to the Association by class and lesser units, if any, as provided in ARTICLE II Section 8 herein. On a semi-annual basis the Employer will provide to each employee the total number of hours in pay status exclusive of overtime broken down by classification.
- c) An employee continues to accrue seniority during layoff not to exceed thirty (30) workdays.
- d) At the time of separation seniority shall be accrued only through the period of actual service to the Employer. Payment for earned vacation time shall not be included in the seniority computation.

- e) If a retired employee is reemployed within sixty (60) days of retirement, seniority earned up to the effective date of retirement shall be restored.
- f) Bargaining unit seniority is defined as the accumulation of all hours in pay status, exclusive of overtime, for the bargaining unit members as defined in Article III, Section 1, except for Extra-Help Appointees. If and when an employee leaves the bargaining unit for another job or position with UI Health, her/his bargaining unit seniority is retained as of that date and shall resume from that date upon any subsequent re-entry by the employee into the bargaining unit.

Section 2. Layoff/Displacement Procedures.

- a) Any reduction in the size of the workforce will be accomplished to the extent feasible by attrition.
- b) Layoff.

A layoff is defined as a separation from employment in a status position as a result of the elimination of a status position when there is no vacancy in the job classification to which an affected employee may be reassigned.

The parties agree that there will be no layoffs of bargaining unit employees for the term of the collective bargaining agreement except under the following conditions:

1. Reduction in available bed capacity (as opposed to licensed bed capacity);
2. Cessation of services or programs;
3. Consolidation of services which results in a reduction in the need for nursing services; or
4. Significant reductions in patient volume.

Employees shall be laid off in reverse order of seniority as provided in this section.

- c) Displacement

A displacement is defined as elimination of a status position occupied by a bargaining unit employee when there are sufficient status vacant positions available for affected employees. The parties further agree that displacements may occur when there are sufficient vacant positions available including status float positions. Bargaining unit employees occupying positions which are eliminated shall choose assignment to either a status float pool or to an existing vacant position according to seniority.

The purposes of float pool status positions are:

1. to decrease, but not eliminate, utilization of non-status supplemental staffing resources, and
2. to provide re-education and retraining opportunities to staff to better meet the changing care delivery needs.

Staff will be provided appropriate orientation and education for their float assignment with preceptor direction.

d) After it has been determined that a reduction in force (layoff/displacement) is necessary, the following procedure will be used:

1. As soon as the Employer knows displacements are to occur, the Employer shall hold the application of new hires, uncommitted transfers, and promotions of positions in the classifications represented by the Bargaining Unit until the displaced employee makes a selection pursuant to the provisions of this Section. These resulting vacancies shall appear on all vacancy lists used for purposes of this Section 2. No new employees will be hired into the Bargaining Unit until all laid off employees are offered the opportunity to return to work within their classification.
2. Any change in cost center or voluntary demotion in the same cost center due to provisions of this Section 2 shall be considered a displacement.
3. Employees shall be displaced from their job classifications in the reverse order of seniority among employees in that classification in each cost center. The Employer may eliminate a position which is occupied by a more senior employee in the cost center, but in any event the displacement from the cost center will affect the least senior employee.
4. As soon as the Employer knows displacement(s)/layoff(s) are to occur, the Employer will provide the affected employee(s) and the Association with written notice of not less than thirty (30) calendar days in advance of the displacement/layoff. Displacement/layoff shall not occur until the end of the above notice period.
5. Affected employee(s) are entitled to Association representation in the initial meeting between Nursing Personnel and the employee(s).

The Employer will inform the employee of this right and will give the employee at least five (5) workdays' notice of such meeting.

6. Affected nurses will select from all vacant Bargaining Unit positions for which they are qualified (as determined by the Employer), beginning with the most senior employee and proceeding in order of seniority. "Qualified" means the ability to independently provide safe direct patient care as required for that classification for the standard caseload on the unit within a reasonable period of orientation for that particular unit. Said term does

not require proficiency in all technical skills or the performance of leadership roles.

7. Before the employee is offered vacancies or displacement opportunities, the employee will be provided a description of available positions which includes the unit assignment, shifts and scheduled hours. No employee shall be forced to accept a vacancy for which the employee is not qualified or one that involves a decrease in salary. This selection must be made within five (5) workdays. This five (5) day selection period may be extended by the mutual agreement of the parties. If this five (5) day and any agreed upon extension expire without the affected employee making a choice, the employee will be assigned to the status float pool and selection according to seniority will proceed.
 8. If there are no vacancies in the Bargaining Unit or an employee is not offered a vacancy acceptable within the above - stated terms, and provided the affected employee is qualified and has greater seniority, he/she can bump (displace) the least senior employee in the same classification in the Bargaining Unit.
 9. The displaced employee may choose to be laid off, at which time he/she will be given fifteen (15) working days' notification of layoff. The displaced employee who chooses layoff must notify Nursing Personnel of his/her choice within three (3) working days from the day the employee is provided with a description of available positions as required in (d) 6 of this Section 2.
 10. The displaced employee may choose voluntary demotion so as to exercise his/her rights to the least senior position in a lower classification within his/her cost center or a vacancy within the Bargaining Unit, pursuant to the provisions of this ARTICLE. Seniority in a lower classification becomes effective the date on which the employee elects to demote. The displaced employee who chooses voluntary demotion must notify Nursing Personnel of this decision within three (3) working days from the day the employee is provided with a description of available positions as required in (d) 7 of this Section 2.
- e) In the event of a reduction in force the following factors shall apply:
1. Non-status employees shall not be utilized to permanently replace any Bargaining Unit employee who is on lay off.
 2. Following a reduction in force, employees who are on layoff (voluntary or involuntary) will be offered the opportunity to work prior to such work being assigned or offered to a non-status employee.

Section 3. Recall Procedure.

- a) Notice of a recall shall be in writing to an employee with simultaneous copy mailed to the Illinois Nurses Association. Recalls shall be in order of seniority with the most senior employee in layoff status or the reemployment register recalled first. An employee shall be allowed up to two (2) weeks to report to work after receipt of a notice of recall. If an employee is unable to respond to notice of recall due to a reason justifying a Leave of Absence, the employee shall continue to be eligible for recall.
- b) An employee recalled to a position within the same classification and cost center who declines this offer of recall shall lose all seniority rights for purposes of recall.
- c) Employees may accept layoff and retain full rights to recall. Those employees on layoff will appear on the reemployment register. Names may be removed from such register only for the reasons set forth herein, and as provided by the Civil Service Statute and Rules, Chapter VI, Section 250.60h (1),(4),(6),(7),(8).
- d) After all employees on layoff status are offered a recall to work in their classification, employees reassigned to a different cost center or having taken a voluntary demotion to a lower classification will then be offered, in order of seniority, the opportunity to fill vacancies occurring in his/her former cost center in the classification in which they were working at the time the position was eliminated. Such reassignments must occur within one (1) year from the date of displacement. Recall shall continue until all affected employees have been fully restored to their positions held before layoff.
- e) Seniority shall be retained so long as an employee is eligible for recall. (This entire ARTICLE represents a Deviation from Policy and Rules.)

ARTICLE XII PROFESSIONAL STANDARDS AND PERFORMANCE

Section 1. Principle

The Parties hereto adhere to the principle that the major concern of employees covered herein is to make unique contributions to total patient care. There are certain necessary conditions which must exist to enable this to occur. Among these are:

- a) Administrative support; including, but not limited to, the following: Considering the availability of funds and personnel, the Employer shall evaluate staff and work load as it pertains to all employees covered by this Agreement. The Employer reserves the right to determine the scope, the methodology to be used, and the course of action to be followed based on the findings of the evaluation.
- b) Appropriate supervision, including a designated RN supervisor with the authority to direct the activities of Nursing personnel within Nursing Services.

- c) Adequate staffing, including, whenever indicated in order to provide adequate nursing care to the patients, an RN in charge of every unit on every working shift.
- d) In-charge responsibility shall be assigned only to Registered Nurses with current Illinois Licensure.
- e) The Employer agrees to make every effort to provide nursing leadership for patient care in in-patient units, for each working unit and shift through the employment, promotion, or assignment of Administrative Nurses I. The Employer agrees to assign and maintain a minimum of one AN I position to clinical areas listed below with greater than 20 RN FTE's and an additional AN I for each multiple of 20 RN FTE's for the following areas: Diagnostic Areas; all in-patient units; Operating Room; Recovery Room; Surgi-Center; Float Team; and Emergency Room. The Employer may create additional positions beyond these levels as required by operational needs. A Registered Nurse holding an Administrative Nurse I position must work at least 80% time in order to retain the position. Prior to the posting of each schedule the Patient Care Director will assign administrative hours and assignments to be completed during the assigned hours.
- f) Adequate facilities and equipment.
- g) Adequate in-service and continuing education for employees covered herein.
- h) Participation of employees in determination of personnel policies and improvement of patient care, and
- i) Nurses on each unit will be consulted on the choice of reference material to be maintained on the Unit

Section 2. Float Team

The Employer will maintain a Float Team of registered nurses. The Float Team will be maintained with a minimum of 45 bargaining unit FTE's. A competency assessment of each Float Team registered nurse will be completed annually. Each nurse shall choose to practice within one of the following clinical areas:

1. Antepartum Stepdown, Mother Baby, Labor and Delivery, Obstetrics Emergency Room (current units are APSD, M/B, L&D, OBER, 4W, 4E);
2. Adult Critical Care track: All Intensive Care Units, all Step Down Units and Recovery Room (current units are 6E ICU/SD, 6W ICU/SD, 7W ICU/SD, 7E SD);
3. Adult Medical/Surgical including Psychiatry (current units are 5E, 7E, 7W WPLC, 8W, 8W BMT, 8E);

4. Adult Medical Surgical/Step Down track (current units are 5E, 7E, 7W WPLC, 8W, 8W BMT, 6E SD, 6W SD, 7W SD, 7E SD);
5. Pediatric Intensive Care Unit, Neonatal Intensive Care Unit /Intensive Care Nursery/–Newborn Care, Pediatrics Stepdown, Pediatrics. (current units are 4W, 5W);
6. Outpatient Track: Clinical Decisions Unit, Short Stay Unit, Emergency Department (current units are CDU, SSU, ED).

A nurse may volunteer to be floated to units in other areas in which she/he is competent.

Whenever a significant change occurs in a clinical unit's operations or patient population, the NCC shall designate by consensus the member units of the clinical areas.

No RN will be required to work on more than two (2) different units in the course of his/her eight (8) or twelve (12) hour shift.

Each float nurse will be oriented to his/her chosen area of competency.

Orientation shall be such that a nurse can safely perform independently; and shall include the following:

- completion of skills checklist for that unit
- unit protocol
- location of supplies and medications
- procedures, equipment and charting specific to that unit
- review of the patient population

Section 3. Pulling/Floating of Hospital Unit Based RNs to Other Units

1. A competency assessment of each status bargaining unit registered nurse will be completed annually. Each nurse may be pulled within one of the following clinical areas:
 - a) a) Adult Critical Care - including, 7W ICU/SD, Medical Surgical Intensive Care Unit, and Neurosurgical Intensive Care Unit; nurses in Neurosurgical Intensive Care Unit may be pulled to 6 East Step Down, and nurses in Medical Surgical Intensive Care Unit may be pulled to 6 West Step Down.
 - b) b) Adult Step-down – 6ESD, 7ESD, 6WSD;
 - c) Adult Medical/Surgical (current units are 5E, 7E, 7W WPLC, 8W, 8W BMT);

- d) Antepartum Stepdown, Labor and Delivery, Obstetrics Emergency Room (current units are APSD, L&D, OBER);
- e) Mother/Baby, Antepartum Stepdown, Labor & Delivery;
- f) Pediatric Intensive Care, Neonatal Intensive Care Unit / Intensive Care Nursery and Pediatric Intensive Care Stepdown;
- g) Peri-Operative Services including Recovery Room, Pre-Admission Testing and Surgi-Center;
- h) Outpatient Track: Clinical Decisions Unit, Short Stay Unit, Emergency Department;
- i) Adolescent Psychiatry and Adult Psychiatry; or
- j) Pediatrics, PICU, PICU Stepdown, ICN.

A nurse may volunteer to be pulled to units in other areas in which she/he is competent.

Whenever a significant change occurs in a clinical unit's operations or patient population, the NCC shall designate by consensus the member units of the clinical areas.

The addition of cardio pulmonary monitoring to any clinical area shall not affect the track it resides in. With the exception of surgical services and ambulatory areas, free standing or non-telemetry monitors shall not be placed where continuous heart rhythm analysis and treatment are required. Patients requiring such services will be placed on stepdown/intensive care units.

Nurses may take care of their specialty patients (those patients who would normally be cared for within a nurse's tract) regardless of the patient's location/placement.

2. "Pulling" shall be equitably distributed among all bargaining unit classifications.
3. Each unit is responsible to keep a record of nurses' turns of "pulling."
4. Being "pulled" for all or part of a shift will be considered a turn.
5. No RN will be required to work on more than two (2) different units in the course of his/her eight (8) or twelve (12) hour shift.
6. Orientation:

Registered nurses may be pulled to areas to which they have been oriented. Orientation shall be such that a nurse can safely perform independently, and shall include the following:

- completion of a skills checklist for that unit
- unit protocol
- location of supplies and medications
- procedures, equipment and charting specific to that unit
- review of the patient population

7. Order in which employees are "pulled."

- a) Agency RNs will be pulled first, whether per diem or contract.
- b) Flex Team will be "pulled" before status employees, including Float Team.
- c) Float Team will be "pulled" before unit-based employees.
- d) Unit-based employees in an overtime status will be "pulled" before those on their regular schedule. Once overtime has been approved the RN may not cancel less than two (2) hours prior to the shift.
- e) Unit-based RNs not in overtime status may be "pulled" before the ANI performing charge duties or the designated charge nurse.
- f) The ANI performing charge duties or designated charge nurse will be "pulled" last. However, the ANI or designated charge nurse must take her/his turn before other nurses who have already been "pulled" are "pulled" again, so long as a registered nurse is left in charge.

The Employer may deviate from the above only in cases of internal or external disasters, weather emergencies or where patient safety requires deviation. Employees pulled out of sequence for the reason of patient safety will be paid time and one half for all hours pulled, in lieu of any float differential.

Section 4. Administrative Support.

The Employer will make all reasonable efforts to provide to those Employees covered herein relevant policies and procedures (including provision to each newly employed employee a copy of the departmental job description of the position filled by such person) and will provide support to employees attempting to carry out said policies and procedures by supplying, to the maximum, reasonable documentation, interpretation and enforcement. Employees will be responsible for reporting (or encouraging other staff members to report) to their immediate administrative supervisor in nursing, and to any other appropriate authority, those situations which affect nursing

care or their performance which require enforcement , interpretation or implementation of existing Employer policy, rules and procedures. The Parties hereto will apprise each other in a timely manner of developments in cases covered by this Section.

Section 5. Supervision and Professional Responsibility.

It is understood and agreed that supervisory personnel will not normally be assigned to perform work assignments regularly and customarily performed by bargaining unit employees. Supervisors will, however, perform patient care to the extent necessary to maintain the clinical expertise and competency necessary to fulfill their job responsibilities and to direct the provision of care on the unit.

Bargaining unit nurses are not expected to be responsible for supervisory functions with respect to other employees, including, but not limited to, hire, transfer, suspend, layoff, recall, promote, discharge, reward or discipline, adjust their employment grievances, independently evaluate other employees, or otherwise responsibly direct other employees with respect to their employment with the Medical Center. Routine monitoring, clinical guidance , providing written and/or oral input for evaluation of other employees' performance, and professional direction of employees to whom bargaining unit nurses delegate nursing tasks or assign professional responsibilities will not be considered supervisory work.

Nothing in this provision relieves employees covered of their professional responsibility to deal with any person when professional judgment indicates the nurse's intervention. In the event of conflicting direction or instruction concerning patient care activities, the professional judgment and inherent authority of the registered nurse shall prevail to the extent not inconsistent with the direction of the supervisors of the registered nurse.

Section 6. Delegation of Nursing and Non-Nursing Activities.

No nurse shall be required or directed to delegate nursing activities to other personnel in a manner inconsistent with the Illinois Nurse Practice Act, the standards of the Joint Commission on Accreditation of Healthcare Organizations, the ANA Standards of Practice and the 2004 American Association of Critical Care Nurses "AACN Delegation Hand Book, 2nd Edition." Consistent with the preceding sentence, the individual registered nurse has the autonomy to delegate, or not delegate, those aspects of nursing care she/he determines appropriate based on her or his assessment.

Section 7. Staffing.

The parties agree to cooperate in an effort to ensure an appropriate relationship between patient care needs and staffing levels. These matters shall be appropriate subjects for the Nurse Care Committee. The assignment of a patient to a registered nurse for any of the following purposes shall constitute an assignment for the purposes of determining staffing patterns: complete care of the patient; initial assessment of the patient upon admission; determination of and evaluation of the progress of patient problems (nursing diagnosis); ongoing physical assessments; planning for patient

discharge; evaluation of patient problem resolution; assessment after a change in patient condition; or assessment of the need for patient referrals.

- a) The parties agree that the unit charge nurse, in coordination with the Patient Care Director or her/his designee, will be responsible for the determination of the acuity of the patients, the evaluation of the appropriate admissions to the unit and the number of registered nurses and ancillary staff needed to provide care to the unit's patients.

The charge nurse shall make ongoing assessments of the unit's acuity, unit's staffing resources, and availability of NRO staff. Based upon these factors, she/he will then make appropriate patient care assignments for the oncoming shift with the goal of making each and every assignment as close to 100% utilization as possible. In an effort to assure quality patient care and improve patient outcomes, the charge nurse may, where appropriate, provide direct patient care.

The parties acknowledge that NPAS is the current acuity tool. The parties also acknowledge that NPAS, in its current state, will not be supported by the staffing and scheduling vendor throughout the life of this contract. Therefore, a good faith effort will be made to incorporate the concepts of the current acuity tool into a new acuity tool.

A group will be assigned to, in good faith, evaluate, identify and select a new acuity tool incorporating concepts of the current acuity tool. If that does not prove possible, the group shall evaluate and select an acuity tool that would meet the needs of the Department of Nursing. NPAS will remain in effect until and unless replaced by a successor system by the group. The Employer and Union shall mutually agree in good faith on a new acuity tool through the following staff who shall participate in this endeavor: (1) the ten employees who are members of the INA Bargaining Committee; (2) all four staff nurse representatives selected by the INA and all four representatives appointed by the Employer on the Nursing Care Committee; (3) eight nurses who are selected by the Employer; and (4) a nurse from each inpatient unit not already represented who will be chosen by a majority of the Nursing Care Committee. The INA Local Unit Staff Representative will attend as a non-voting member. Other persons requested by the group based on their related experience, knowledge and expertise will be part of this group as non-voting ad hoc members.

If any nurse's assignment for the oncoming shift pursuant to NPAS or its replacement does not meet the unit's need for registered nurse staff or if the acuity changes during the shift for three or more hours (currently defined under NPAS as a workload which is 125% or greater utilization for patient care assignments for the affected nurse referred to hereafter as "overutilization"), the following shall occur:

1. The charge nurse shall notify the Patient Care Director or in her/his absence the Nursing Resource Supervisor on duty allowing for housewide review of resources.
 2. The charge nurse will indicate on the Increased Acuity Report (IAR) the staffing level and submit the report to the unit Patient Care Director. Staff who feel they are eligible for IAR during a shift for which no IAR was filed may escalate their request for an IAR to the unit director or her/his designee. The IAR will be entered into the system as either approved or denied. If denied, the NCC will review the denial and determine payment eligibility.
 3. All nurses will be paid an Increased Acuity Differential of \$5.00 per hour for each hour worked of overutilization under NPAS or its replacement, provided that the conditions set forth in 1 and 2 have been met
 4. If all nurses working on a given unit have reached a workload of overutilization, and the charge nurse has modified her/his assignment to attempt to accommodate patient care needs, the unit shall be closed to admissions until such time as the staffing has been adjusted to reach compliance as described in the paragraph immediately above #1. Units designated in section 5c will be exempt from this provision until an acuity tool is implemented in these units.
 5. A copy of the IAR will be forwarded to the next Nurse Care Committee meeting. The Committee will review the form and use the information obtained to make appropriate recommendations for improvements in staffing.
 6. The employer will endeavor to process payment of Increased Acuity Differentials not disputed by the unit manager in the same pay period it is submitted but will not exceed 2 pay periods.
- b) Charge nurses will carry no direct patient care assignment. Charge nurses can modify their assignment based on patient safety, patient census, unexpected events, and/or potential unit closure utilizing her/his professional nursing judgment.
 - c) The Nursing Care Committee will oversee the implementation of professional standards of acuity-based staffing in the following areas: Psychiatry, OR, PACU Surgicenter, ED and L&D, CDU, Short Stay, and Ambulatory Care. Implementation of acuity based staffing in these areas, including Article XII Section 5a, shall be completed by August 2020.
 - d) The Nursing Care Committee will review IAR trends and make corresponding recommendations regarding staffing monthly.

Section 8. Nursing Care Committee.

A Nursing Care Committee shall be maintained by the Employer and shall meet at least ten (10) times per year and as needed. The purpose of the committee is to discuss and improve nursing practices, including patient care and staffing and to address nurses' concerns about staffing. The committee may develop other objectives to review by the Employer and the Illinois Nurses Association.

Four staff nurse representatives shall be selected by the Illinois Nurses Association, University of Illinois Local Unit. Committee representatives shall be in pay status at their regular straight time rate of pay. Four (4) representatives will be appointed by the Employer. Bargaining unit staff and their designated supervisor will attend as needed in an ad hoc capacity. The INA Local Unit staff representative shall attend as a non-voting member.

The committee shall make recommendations for changes in unit staffing guidelines based upon changes in volume, acuity, the complexity of care required, or from findings established from Increased Acuity Reports submitted together with other relevant data and information as determined by the committee.

Recommendations shall be reached by a simple majority of the eight (8) voting members. Neither the Employer nor the Association shall unreasonably reject the committee's recommendations. The Committee shall have the authority to modify only Article XII Section 5b of the existing collective bargaining agreement based upon data collected from patient care on the individual units.

Resource documents of the Committee shall include, but are not limited to: The Joint Commission (TJC) standards, the Illinois Hospital Licensing Act, relevant professional organization guidelines, staff input, past and present in-house guidelines, expert opinion and current nursing research literature.

Section 9. Staff Development.

- a) The Employer will attempt to maintain a division within its Hospital (Office of Clinical Practice and Professional Development), delegating to it the primary responsibility for developing position related knowledge and skills of personnel assigned to the department.
- b) The Employer agrees to assign and maintain a minimum of one (1) Staff Nurse II position to clinical areas listed below with greater than 20 RN FTE's and a SNII for each multiple of 20 RN FTEs for the following areas: all in-patient units; Operating Room; Recovery Room; Surgi-Center; Float Team; and Emergency Room. The Employer may create additional positions beyond these levels as required by operational needs. A Registered Nurse holding a Staff Nurse II position must work at least 80% time in order to retain the position. Prior to the posting of each schedule the Patient Care Director will assign administrative hours and assignments to be completed during the assigned hours.

- c) Orientation of employees in classes covered herein, and of other employees working with or under the direction of incumbent employees represented herein, affects the workload and work performance of such incumbent employees. Therefore, Employer will afford learning opportunities to attain at least minimal performance expectations of the respective classes. Insofar as possible, this will be done without diverting staff time from essential patient care, but it does not relieve employees covered herein of responsibility for training and performance of employees under them.

Section 10. Consultation (Methods and Procedures).

- a) An Association Professional Nurses Council shall meet with the Chief Nursing Officer and his/her appointed representatives from Nursing Administration and Professional Staff Development on a regular basis (but not more often than ten (10) times a year save in an unforeseen situation) and consult for the purpose of improving nursing care through implementation of Standards of Nursing Practice. The Council and the Chief Nursing Officer may have present, and make use of, resource persons in the meetings. The Council will assist Nursing Administration in the analysis of existing situations, policies, procedures and practice to include employee health and safety issues. The Chief Nursing Officer and the Council will develop methods and procedures for frequency of time of meetings, agenda, calling of emergency meetings, minutes and reports, coordination with administrative structure and such other matters as will promote the effectiveness of the consultative process and the efficient use of time devoted to it. Up to ten (10) committee representatives may be in pay status at their regular straight time rate of pay, for up to two (2) hours for each meeting per month. If an employee is scheduled on the day of the meeting, supervisors and employees will facilitate scheduling to accommodate the time off the unit.
- b) Directors of Patient Care Services, or their substitutes and appropriate immediate supervisors, shall consult together regularly regarding patient care, staffing, and unit conditions. This consultative process shall include patient rounds where appropriate.

Section 11. Professional Standards.

The employees covered herein have the responsibility of maintaining current status of their RN license, CPR certification, mandatory TB testing, annual computer based learning modules and other certifications identifies as mandatory conditions of patient care assignment. At the start of each calendar year each unit employing bargaining unit members shall post a list of mandatory requirements for the year. Employees will be assigned work hours to complete training when conditions prevent completion during normal work hours. Employees must provide the employer with documentation of current compliance for inclusion in departmental personnel file.

**ARTICLE XIII
IN-HOUSE REGISTRY**

Section 1. Purpose and Definition.

The Parties hereto agree that the Employer will implement an In-House Registry (Flex Team) for the purpose of improving staffing, especially on late shifts and weekends, for the mutual benefit of patients, nursing staff and the Medical Center.

- a) In-House Registry nurses shall be Extra-Help Appointees as defined in State Universities Civil Service Statute and Rules (Rule 250.70g), and shall be classified as Staff Nurses I or Health Utilization Review Coordinators II and shall be bargaining unit members.
- b) This Agreement is applicable to In-House Registry nurses with the following exceptions: Article IV, Wages, Sections 2 and 4; Article V, Benefits, Sections 5, 6 and 9 and Article XI Seniority. Weekend scheduling, as covered in Article VI, Work Rules and Conditions, Section 5(d) shall not apply; payment for weekend differential as covered in Article IV, Section 10 shall apply to In-House Registry nurses.
- c) Overtime shall be paid for over twelve (12) hours in a day or forty (40) hours in a work period. (Deviation from Policy and Rules.) A nurse shall not be required to work more than his/her regularly scheduled hours. In-House Registry employees may work eight (8) hour or twelve (12) hour shifts and shall not be required to work more than their prescheduled hours. In-House Registry employees shall be notified a minimum of two (2) hours before the cancellation of a shift. In-House Registry nurses canceled with less than two (2) hours' notice shall be offered a minimum of four (4) hours' work or the option to leave without pay.
- d) In-House Registry nurses will give availability or work a minimum of thirty-two (32) hours per posted 4 week schedule. In-House Registry nurses will give availability to their designated supervisor for one (1) winter holiday and one (1) summer holiday or day associated with a holiday, identified as having an acute staffing need as determined by Nursing Administration .. 25% of hours offered/worked will be on off shifts with a minimum of sixteen (16) hours of weekend shifts per four (4) week schedule. For purposes of this section, weekend hours shall be considered as inclusive of 7 a.m. Saturday to 7 a.m. Monday. In-House Registry nurses can be exempt from minimum working requirements for a period up to six (6) weeks per year provided that written request is done two (2) weeks in advance of the desire exemption period. Work is not to exceed eighty (80) hours per posted 4 week schedule except in cases of urgent need. On a quarterly basis, submitted overall availability and hours worked will be reviewed by the designated supervisor. If a nurse is not in compliance with Article XIII Section 1d, he/she will be counseled regarding the requirement. If there is not sustained improvement in the following quarter, he/she will be terminated.

Preference for available hours will be given to status bargaining unit nurses, including Float Team, over Flex Team.

If work is to exceed eighty (80) hours per two (2) pay periods, flex nurses will be assigned only if status employees are not available.

- e) The Employer may establish in its discretion opportunities for temporary, short-term assignments in clinics, diagnostic labs and in-patient units, which will be communicated to the Nursing Resource Office. These opportunities will be posted on Mondays in the Nursing Resource Office and in the unit with the need. The establishment of short-term assignments shall be limited to the following short-term needs:
1. An extended absence due to illness or Family Medical Leave for the length of the absence;
 2. A recently created vacant position, limited to five (5) months from the time the vacancy was created;
 3. Medical disability and/or personal leave for a period of up to one (1) year; and
 4. Military leave.

(Deviation from Policy and Rules.)

These assignments will first be offered to status employees who respond to the posting and will work the assignment as extra-straight time employees. If no status employees respond within 48 hours, the assignment will then be offered to flex employees.

During this short-term assignment, the 50% off shift, eighty (80) hours per two (2) pay periods, weekend and holiday requirement will be waived. In no case will an assignment violate the 900 hours extra-help limitation of State Universities Civil Services System Statute and Rules.

An employee(s) may request a lesser percentage than the posted assignment and may be granted a partial assignment with the consent of the supervisor. An employee accepting a short-term assignment for an employee who is absent will assume the shift, including rotation if applicable, weekend and holiday work of the employee who is absent.

- f) New registry employees shall complete CORE nursing service orientation, followed by orientation to units within their clinical track. Orientation shall be such that the employee can safely perform independently. Each nurse shall choose to practice in one of the following clinical areas:
1. Adult Med/Surg, which includes Adult Ambulatory Services,

2. Adult Critical Care, which includes Stepdown units, 8WOBS and 8WSC (BMTU),
3. Pediatric Critical Care, which includes PICU, PICU Stepdown,
4. RR, APEC and Surgi-Center,
5. L&D APSD and M/B and Observation Nursery,
6. Adolescent Psychiatry, Adult Psychiatry and Outpatient Psychiatry Clinic,
7. EMSV,
8. General Pediatrics, which includes 5WPEDS and PEDS Ambulatory Services,
9. Oncology, which includes 8WSC (BMTU) and Ambulatory Oncology Services,
10. NNICU/ ICN/Observation Nursery,
11. OR,
12. Diagnostic Services,
13. Patient Care Coordination (HURC II).
14. Hemodialysis in-patient and out-patient
15. Ambulatory Care Infusion Centers

A nurse may volunteer to be oriented to and work additional clinical units, selected by the nurse, in addition to her/his chosen clinical area, provided the nurse has previous experience in that clinical area.

Whenever a significant change occurs in a clinical unit's operations or patient population, the NCC shall designate by consensus the member units of clinical areas. A nurse may not refuse assignment to an area to which he/she has been oriented.

- g) The Association will designate an individual to represent it on matters concerning the Registry and any time required shall be without loss of pay. To the extent possible, In-House Registry scheduling will be done one (1) week in advance and there will be no adverse effect on In-House Registry nurses who are unavailable when less notice is given. Subject to availability limitations, In-House Registry nurses will be scheduled or called from rotation lists so that individuals may be as informed as possible about work opportunities.

- h) Status bargaining unit employees will have first option to apply for the In-House Registry. Once accepted for Extra Help employment they must resign their status positions. The Employer will continue to give preference for available work to status bargaining unit employees.
- i) A specific registry evaluation will be provided to each in-house registry nurse on an annual basis upon input from the nursing units which the nurse has worked in the previous year. Nurses may not be denied work in units previously worked without written documentation of performance inadequacies and the opportunity to provide a written response to the documentation. If a registry nurse fails to meet the expectations of the supervisor with regard to performance and/or safety under standards of just cause, the registry nurse will be issued a documented verbal warning (which is a written confirmation of a verbal warning) three (3) times regarding the failure to meet expectations and her/his availability will no longer be accepted upon a fourth occurrence (i.e., termination of employment), except that if the performance or safety failure is sufficiently significant, the registry nurse's availability for future shifts will not be accepted following a single incident. Civil service standards for disciplinary procedure involving pre-disciplinary meetings, time limits, notifications and progressive steps do not apply to registry nurses.

The decision not to accept a registry nurse's availability for future shifts (i.e., termination of employment) for performance or safety reasons is subject to the grievance procedure, but if the INA wishes to appeal a decision from the grievance process, the INA will be limited to the Expedited Arbitration process as administered by the FMCS.

The Association will receive a copy of all verbal warnings and decisions not to accept a registry nurse's availability.

Section 2. Employment Status.

Additional information made available during the hiring process, that further explains the conditions of employment for In-House Registry nurses includes:

- a) Extra Help employees may not work a fixed schedule.
- b) Flex Team members must work a minimum of sixteen (16) hours per month.
- c) A minimum of 50% of the shifts for each Flex Team member must be weekend evening or night shifts.
- d) Flex Team members can be exempt from minimum working requirements for a period up to six (6) weeks per year provided that written request is submitted two (2) weeks in advance.
- e) Flex Team members receive no benefits (consistent with Extra Help appointments).

- f) Extra Help employees upon reaching nine hundred (900) hours of accumulated employment cannot resume employment in any extra help capacity until thirty (30) calendar days have elapsed.
- g) Extra Help employees who held status appointments and who are interested in returning to status appointments may have their previous seniority restored if request is made by the employee within six (6) months following the date their status appointment ended.
- h) Overtime will be paid for hours worked in excess of twelve (12) in a day or forty (40) in a week.

Section 3. Qualifications.

The qualification for an In-House Registry nurse shall include current license in the State of Illinois and at least 1 year in an acute care setting within the last two (2) years. This experience must be in the clinical track being applied for.

Section 4. Wages

Effective August 25, 2013, In-House Registry nurses in orientation will be paid forty-seven dollars (\$47) per hour; In-House Registry nurses post-orientation will be paid at the rate of fifty-two (\$52) per hour. Effective August 26, 2018, In-House Registry nurses post-orientation will be paid at the rate of fifty-three dollars (\$53) per hour.

Section 5. Premium In-House Registry.

Premium In-House Registry nurses will be paid a bonus premium of five dollars (\$5.00) per hour. In order to be eligible for Premium In-House Registry, employees must commit to working the following: four (4) shifts per posted schedule on weekend evening or weekend night shifts. All four (4) shifts must be worked by the employee in order to receive payment unless the Employer cancels one or more of the shifts. If the Employee cancels or does not commit to working four (4) weekend evening or weekend night shifts, the Employee will be paid as set forth in Section 4. If the Employer cancels, the Employee will be paid as set forth in this Section 5 for all shifts that are worked. For purposes of this Section only, weekends will be defined as Friday, Saturday or Sunday. If Premium In-House Registry nurses choose to work shifts other than weekend evening or weekend night shifts, such shifts shall be compensated as set forth in Section 4.

Section 6. Bonus Premium.

In-House Registry nurses working in areas experiencing significant and sustained staffing shortages, as defined by the Chief Nursing Officer or designee, will be eligible for a bonus premium for the period in which the shortage exists, also to include short-term assignments. Effective August 24, 2005, eligible employees will receive an additional five dollars (\$5.00) per hour for shifts worked during the shortage period as determined by the Chief Nursing Officer or designee.

**ARTICLE XIV
FLEXIBLE SCHEDULING PROGRAM**

Section 1. Purpose and Definition.

The Employer will continue the Flexible Scheduling Program as contained herein. The purpose of this program is twofold : (1) to increase the recruitment and retention of Registered Nurses by increasing work scheduling options and providing viable staffing patterns; and 2) to improve the quality of patient care by facilitating the implementation of primary nursing. The program shall consist of a twelve (12) hour/eight (8) hour flexible scheduling plan which will function as follows:

a) 12-Hour/8-Hour Plan.

1. 1. The work shift shall consist of either twelve and one-half (12½) consecutive hours including one-half (½)hour of unpaid mealtime, or eight and one-half (8½) consecutive hours including one-half (½)hour of unpaid meal time.
2. Overtime shall be paid for over twelve (12) hours in a day or for over forty (40) hours in a work period. (Deviation from Policy and Rules.)
3. A Nurse shall not be required to work more than her/his regularly scheduled hours.
4. Benefits are to be calculated on a maximum of forty (40) hours per work period.
5. Seniority is to be calculated on a maximum of forty (40) hours per work period.
6. Schedules shall not exceed three (3) twelve (12) hour days or two (2) twelve (12) hour and two (2) eight (8) hour days in a work period.
7. There shall be a minimum of two (2) days of rest in seven (7) unless otherwise requested by the employee and agreed to by the Employer.
8. Employees will not be required to work more than four (4) consecutive days 12-12-8-8 or 12-12-12-4 or more than three consecutive twelve (12) hour days.
9. The Employee will choose one (1) scheduling pattern from the following:

SCHEDULING PATTERNS			
%	Week 1	Week 2	
100%	(a)	12-12-8-8	(a) 12-12-8-8
	(b)	12-12-12-4	(b) 12-12-12-4
95%		12-12-8-8	12-12-12
90%	(a)	12-12-12	(a) 12-12-12

	(b)	12-12-8	(b)	12-12-8-8
85%		12-12-8		12-12-12
80%		12-12-8		12-12-8
75%		12-12-12		12-12
70%		12-12-8		12-12
65%		12-8		12-12-8
60%		12-12		12-12
55%		12-12		12-8
50%		12-8		12-8

Deviations to the above may be scheduled based on mutual agreement. Such deviations shall consist of combinations of twelve (12) hour, eight (8) hour and four (4) hour shifts, with scheduled hours not to exceed forty (40) hours in one week.

10. Consistent with the Employer's operating requirements nurses will receive a fifteen (15) minute rest period for each four (4) hours worked. The nurse may combine one (1) fifteen (15) minute rest period with the thirty (30) minute meal period to make a forty-five (45) minute meal period.

b) Holidays

Holidays for employees who are on the Flexible Scheduling Program will be as indicated in this Agreement. Each employee shall be eligible for holiday time based on the percent status appointment. Whenever the holiday pay is less than the length of the assigned flexible schedule shift, the employee will have the option of using vacation time to equal an entire day off. If work is required on the holiday each employee shall be paid time and one-half (1 1/2) for all hours worked on the holiday.

c) Participation

All units and Flex, Float and PICC teams, which operate for more than twelve (12) hours a day will participate in the Flexible Schedule Program. Any employee may volunteer to participate in the Flexible Schedule Program as follows:

1. An employee may apply to transfer into a vacant flexible schedule position approved for filling. Flexible schedule positions approved for filling will be posted in a designated area by classification. Selection of individual participants will be made on a fair and equitable basis with preference given to individuals with the greatest length of service on the unit; or
2. An employee may request that her/his current position be converted to a flexible schedule position or may request to change her/his approved scheduling pattern. Such requests will be approved when the employee requests a flexible scheduling pattern that complements or matches with another employee in that unit.

3. For employees who do not receive approval under paragraphs 1 or 2, the Employer may temporarily deny an employee's participation in the Flexible Scheduling Program based on operational needs. No such denial, however, shall be unreasonable.
4. For employees who enter the Flexible Schedule Program after May 17, 2000, flexible schedule patterns will be reviewed on an ongoing basis and may be temporarily altered to adjust for leaves of absence, resignations or other similar events. Such change must be reasonable and only instituted after other alternatives, such as short-term assignments or volunteers, have been utilized. However, an individual employee's flexible scheduling pattern may only be changed once every six (6) months. No employee participating in the Flexible Schedule Program, as of May 17, 2000, may have her/his scheduled pattern altered, unless agreed to by the employee.

d) Ten-Hour Day - Outpatient Dialysis, Mile Square and PV Lab

1. Only nurses in Outpatient Dialysis, Mile Square, PACU, Surgicenter and Operating Room who are working a ten (10)-hour schedule as of August 24, 2008, will be eligible to continue working a ten (10)-hour schedule.
2. The work shift shall consist of ten and one-half (10.5%) consecutive hours including one-half (0.5%) hour unpaid meal period.
3. Overtime shall be paid for all nurses in excess of ten (10) hours in a workday or forty (40) hours in a workweek.
4. Evening shift differential shall be paid for any shift commencing at or after 10:00 a.m. Such differential shall be paid for all hours contained in a shift.
5. Nurses will not be required to work more than four (4) consecutive days.
6. Nurses shall receive two (2) twenty (20) minute breaks, one (1) in each half shift. A nurse may add one (1) break with the thirty (30) minute meal period.
7. Each nurse shall be eligible for holiday time based on that nurse's percent status. If the nurse is required to work on the holiday, he/she shall be paid time and one-half (1.5%) for all hours worked.
8. Each nurse shall be eligible to accumulate sick and vacation time based on that nurse's percent status. A nurse may utilize sick and vacation time in increments up to but not exceeding ten (10) hours/day.

e) Clinics

Based on mutual agreement a nurse may choose to work a schedule with a combination of eight (8) hours or less than eight (8) hours, provided there is a minimum of four (4) hours of work per shift.

ARTICLE XV DUES DEDUCTION AND FAIR SHARE

Section 1. Dues Deduction.

Upon receipt of a written and signed authorization card of an employee, the Employer shall deduct the amount of Association dues and initiation fee, if any, set forth in such card and any authorized increase therein, and shall remit such deductions bimonthly (twice each month) to the Association at the address designated by the Association in accordance with the laws of the State of Illinois. The Association shall advise the Employer of any increases in dues, in writing, at least thirty (30) days prior to its effective date.

Section 2. Fair Share.

Pursuant to 115 ILCS 5/11, the parties agree that as of the date of the signing hereof if a majority of the members of the bargaining unit recognized hereby have voluntarily authorized a deduction under Section 1 of this ARTICLE , or if the Association otherwise demonstrates and verifies to the Employer's satisfaction in a manner acceptable to the Employer that such majority of the members of said unit are dues- paying members of the Association at the time, non-Association members employed in the unit, who choose not to become members within thirty (30) calendar days of employment or thirty (30) days of the signing hereof shall be required to pay a Fair Share Fee not to exceed the amount of dues uniformly required of members. Such Fair Share Fee shall be deducted from the employee's paycheck. Such involuntary deduction shall remain in effect for the duration of this Labor Agreement unless said amount is changed by the Association with thirty (30) days; written notice to the Employer or by action of the I.E.L.R.B. Such involuntary deductions shall be forwarded to the Association along with the deductions provided for in Section 1 of this ARTICLE.

Section 3.

The Employer and the Association are both cognizant of the provisions of the Illinois Educational Labor Relations Act and Rules promulgated by the I.E.L.R.B. which deal with Fair Share Fees. The Act and these Rules as may be amended from time to time are incorporated in this Agreement by reference and the Employer and the Association agree to comply with and abide by all provisions of the Act and said Fair Share Rules.

Section 4.

In the event that any employee covered hereby is precluded from making a Fair Share involuntary contribution as required by Section 2 hereof on account of bona fide religious tenets or teachings of a church or religious body of which that employee is a

member, that employee shall have the right to refuse to allow said involuntary deduction, provided, however, that said right to refuse shall continue only so long as the employee makes contributions at least equal in amount to the Fair Share Fee amount to a nonreligious charitable organization mutually agreed upon by the employee so refusing and the Association. For this purpose, the Association shall certify to the Employer the names of all employees covered hereby who are relieved of the obligation to pay a Fair Share Fee by virtue of this Section; and it shall be the sole obligation of the Association to verify that the contributions contemplated hereby have actually been made and that said employees are not subject to a Fair Share Fee involuntary deduction. The employee shall, on a monthly basis, furnish satisfactory evidence to the Association that such payment has been made.

Section 5.

The Association shall indemnify , defend, and hold the Employer harmless against any claim, demand, suit, cost, expense, or any other form of liability, including attorney's fees and costs arising from or incurred as a result of any act taken or not taken by the Employer, its members, officers, agents, employees or representatives , in complying with or carrying out the provisions of this ARTICLE or in reliance on any notice, letter, or authorization forwarded to the Employer by the Association pursuant to this ARTICLE; and including any charge that the Employer failed to discharge any duty owed to its employees arising out of the Fair Share deduction; provided however, the Association shall not be obligated to indemnify the Employer to the extent that any damages occur as a result of the Employer's negligence . The Employer shall immediately inform the Association of any appeals or legal actions regarding this ARTICLE.

Section 6.

Nothing contained herein shall require the Employer to take any action to collect any Fair Share Fee from any employee in any given pay period except to the extent that such employee earns wages from the Employer in that period.

Section 7.

In the event that all or any part of the I.E.L.R.B. Rules referred to in Section 3 of this ARTICLE lapse or become inoperative for any reason, then the parties agree that said Rule or Rules will become inoperative in this contract and the parties shall then commence to negotiate substitute appropriate Fair Share provision(s) to this ARTICLE. Unless otherwise prohibited by law, the Employer shall continue Fair Share payroll deductions during the negotiation process.

ARTICLE XVI HEALTH CARE UTILIZATION REVIEW COORDINATOR II

This Agreement is applicable to employees in the HURC II classification, except for those provisions that are inconsistent with the following terms and conditions:

The HURC II classification will be salaried and exempt from the overtime provisions of the Fair Labor Standards Act and this contract. Additional work hours for the HURC II classification beyond normally anticipated hours will be governed as follows: (1) the unit manager shall make an equitable change to the affected employee's subsequent schedule, when the employee works additional hours as a result of unusual incidents; or (2) consistent, substantial, additional hours shall result in additional straight time pay for each additional hour of work. Additional work hours must be approved by the unit manager before work is performed.

The salary range for the HURC II classification is set forth in Appendix "A."

Each HURC II will be placed on the scale according to his or her years of nursing experience, as defined in Article IV, Section 4(c). No employee shall suffer a decrease in step placement or a decrease in salary as a result of placement on the HURC II scale. Employees will advance to the next highest step on the scale in accordance with progression language in Article IV. However, an employee whose individual rate exceeds the maximum for his or her step on the HURC II scale shall be red-circled until the rate catches up or exceeds the employee's salary.

For reasons of personal safety, the following conditions shall apply to HURCIIIs:

1. If an employee is unable to reach a patient by telephone, she/he will not be required to make unannounced visits to the patient's home.
2. Professional security personnel will be provided to accompany the employee to off-site visits if requested by the employee.

The UMDCP Department will maintain float and flex positions in an effort to reduce, to the extent possible, double coverage.

ARTICLE XVII CLINICAL NURSE CONSULTANT II (CNCII)*

This agreement is applicable to employees in the CNCII classification, except for those provisions, which are inconsistent with the following terms and conditions:

- a) The CNCII classification will be salaried and exempt from the overtime provisions of the Fair Labor Standards Act and this contract.
- b) Each CNCII employed as of August 24, 2008 will be placed on the new HURC/CNCII scale according to his or her years of nursing experience. CNCIIIs hired after August 24, 2008 will be placed on HURC/CNCII scale according to his or her years of nursing experience, as defined in Article IV, Section 4(c).
- c) No employee shall suffer a decrease in salary as a result of placement on the new HURC/CNCII scale.

- d) Employees will advance to the next highest step of the scale in accordance with progression language in Article IV.
- e) An employee whose individual rate exceeds the maximum for his or her step on the HURC/CNCII scale shall be red-circled until the rate catches up or exceeds the employee's salary.

**ARTICLE XVIII
SEPARABILITY ARTICLE**

Should any provision of this Agreement be ruled illegal by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect for its duration and the parties shall meet to renegotiate the illegal provision(s).

**ARTICLE XIX
PERIOD COVERED, MUTUALLY AGREED CONTRACT EXTENSION AND
COMMENCEMENT OF NEGOTIATIONS**

Section 1. Period Covered.

This Agreement shall become effective at the start of the first shift beginning after 12:01 a.m., August 24, 2017, and it shall remain in full force and effect through the completion of the last shift beginning prior to 12:00 (midnight), August 23, 2020.

Notwithstanding anything to the contrary herein, this Agreement and all the terms and conditions hereof shall automatically be renewed thereafter from year to year unless either party notifies the other, in writing, at least sixty (60) days prior to its expiration date of a desire to modify or terminate it, in which event negotiations will be undertaken without undue delay.

Section 2. Mutually Agreed Contract Extension.

Notwithstanding the provisions of Section 1 of this ARTICLE, the parties may mutually agree to extend the duration of this Agreement through Collective Bargaining.

Section 3. Commencement of Negotiations.

The Party giving notice of a desire to modify the Agreement as provided for in Section 1 above shall commence negotiations by submitting in writing a detailed list of the modifications or changes desired. The Party receiving said notice may propose additional changes in the Agreement in writing.

IN WITNESS WHEREOF the Parties hereto have hereunto affixed their hands on this ____ day of _____, 2017.

ILLINOIS NURSES ASSOCIATION

THE BOARD OF TRUSTEES OF
THE UNIVERSITY OF ILLINOIS

BY: _____
Illinois Nurses Association

BY: _____
Comptroller

Bargaining Committee

APPROVED: _____
Associate Vice President for Human
Resources

Bargaining Committee

Bargaining Committee

Executive Director of Labor and
Employee Relations

Bargaining Committee

Bargaining Committee

Chief Negotiator

Bargaining Committee

APPROVED AS TO LEGAL FORM:

Bargaining Committee

University Counsel (Date)

Bargaining Committee

Bargaining Committee

Bargaining Committee

Bargaining Committee

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

TRANSITION SCALE

-DIPLOMA-

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$29.26	\$60,861	1	\$31.03	\$64,542
2	\$30.32	\$63,066	2	\$32.13	\$66,830
3	\$31.42	\$65,354	3	\$33.30	\$69,264
4	\$32.55	\$67,704	4	\$34.50	\$71,760
5	\$33.72	\$70,138	5	\$35.75	\$74,360
6	\$34.93	\$72,654	6	\$37.02	\$77,002
7	\$36.19	\$75,275	7	\$38.36	\$79,789
8	\$37.49	\$77,979	8	\$39.73	\$82,638
9	\$38.85	\$80,808	9	\$41.17	\$85,634
10	\$40.24	\$83,699	10	\$42.65	\$88,712
11	\$41.68	\$86,694	11	\$44.18	\$91,894
12	\$42.51	\$88,428	12	\$45.06	\$93,732
13	\$43.36	\$90,197	13	\$45.96	\$95,607
14	\$44.23	\$92,001	14	\$46.88	\$97,519
15	\$45.12	\$93,841	15	\$47.82	\$99,469
16	\$45.70	\$95,061	16	\$48.44	\$100,763
17	\$46.30	\$96,297	17	\$49.07	\$102,072
18	\$46.90	\$97,548	18	\$49.71	\$103,399
19	\$47.51	\$98,817	19	\$50.36	\$104,744
20	\$48.13	\$100,101	20	\$51.01	\$106,105
21	\$48.75	\$101,402	21	\$51.68	\$107,485
22	\$49.38	\$102,721	22	\$52.35	\$108,882
23	\$50.03	\$104,056	23	\$53.03	\$110,297
24	\$50.68	\$105,409	24	\$53.72	\$111,731
25	\$51.56	\$107,243	25	\$54.65	\$113,670
26	\$52.46	\$109,109	26	\$55.60	\$115,642
27	\$54.73	\$113,838	27	\$58.01	\$120,661

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

TRANSITION SCALE

-BACHELORS-

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$30.49	\$63,419	1	\$32.32	\$67,226
2	\$31.60	\$65,728	2	\$33.49	\$69,659
3	\$32.73	\$68,078	3	\$34.69	\$72,155
4	\$33.90	\$70,512	4	\$35.94	\$74,755
5	\$35.12	\$73,050	5	\$37.23	\$77,438
6	\$36.38	\$75,670	6	\$38.57	\$80,226
7	\$37.69	\$78,395	7	\$39.95	\$83,096
8	\$39.05	\$81,224	8	\$41.40	\$86,112
9	\$40.46	\$84,157	9	\$42.89	\$89,211
10	\$41.91	\$87,173	10	\$44.43	\$92,414
11	\$43.43	\$90,334	11	\$46.04	\$95,763
12	\$44.30	\$92,141	12	\$46.96	\$97,678
13	\$45.18	\$93,984	13	\$47.90	\$99,632
14	\$46.09	\$95,864	14	\$48.86	\$101,625
15	\$47.01	\$97,781	15	\$49.84	\$103,657
16	\$47.62	\$99,052	16	\$50.48	\$105,005
17	\$48.24	\$100,340	17	\$51.14	\$106,370
18	\$48.87	\$101,644	18	\$51.80	\$107,753
19	\$49.50	\$102,965	19	\$52.48	\$109,153
20	\$50.15	\$104,304	20	\$53.16	\$110,572
21	\$50.80	\$105,660	21	\$53.85	\$112,010
22	\$51.46	\$107,034	22	\$54.55	\$113,466
23	\$52.13	\$108,425	23	\$55.26	\$114,941
24	\$52.81	\$109,835	24	\$55.98	\$116,435
25	\$53.72	\$111,729	25	\$56.95	\$118,450
26	\$54.65	\$113,672	26	\$57.93	\$120,499
27	\$57.01	\$118,581	27	\$60.49	\$125,819

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

TRANSITION SCALE

-MASTERS-

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$32.17	\$66,914	1	\$34.09	\$70,907
2	\$33.33	\$69,326	2	\$35.32	\$73,466
3	\$34.52	\$71,802	3	\$36.59	\$76,107
4	\$35.76	\$74,381	4	\$37.91	\$78,853
5	\$37.06	\$77,085	5	\$39.28	\$81,702
6	\$38.39	\$79,851	6	\$40.69	\$84,635
7	\$39.77	\$82,722	7	\$42.15	\$87,672
8	\$41.19	\$85,675	8	\$43.68	\$90,854
9	\$42.68	\$88,774	9	\$45.25	\$94,120
10	\$44.21	\$91,957	10	\$46.88	\$97,510
11	\$45.81	\$95,285	11	\$48.56	\$101,005
12	\$46.73	\$97,190	12	\$49.53	\$103,025
13	\$47.66	\$99,134	13	\$50.52	\$105,085
14	\$48.61	\$101,117	14	\$51.53	\$107,187
15	\$49.59	\$103,139	15	\$52.56	\$109,331
16	\$50.23	\$104,480	16	\$53.25	\$110,752
17	\$50.88	\$105,838	17	\$53.94	\$112,192
18	\$51.55	\$107,214	18	\$54.64	\$113,650
19	\$52.22	\$108,608	19	\$55.35	\$115,128
20	\$52.89	\$110,020	20	\$56.07	\$116,625
21	\$53.58	\$111,450	21	\$56.80	\$118,141
22	\$54.28	\$112,899	22	\$57.54	\$119,676
23	\$54.98	\$114,367	23	\$58.28	\$121,232
24	\$55.70	\$115,854	24	\$59.04	\$122,808
25	\$56.67	\$117,864	25	\$60.06	\$124,933
26	\$57.65	\$119,909	26	\$61.10	\$127,094
27	\$60.15	\$125,112	27	\$63.75	\$132,600

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FIRST CONTRACT YEAR – 1%
EFFECTIVE AUGUST 27, 2017

- DIPLOMA -

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$29.55	\$61,469	1	\$31.34	\$65,188
2	\$30.62	\$63,696	2	\$32.45	\$67,499
3	\$31.73	\$66,007	3	\$33.63	\$69,957
4	\$32.88	\$68,381	4	\$34.85	\$72,478
5	\$34.06	\$70,839	5	\$36.11	\$75,104
6	\$35.28	\$73,381	6	\$37.39	\$77,772
7	\$36.55	\$76,028	7	\$38.74	\$80,587
8	\$37.86	\$78,759	8	\$40.13	\$83,465
9	\$39.24	\$81,616	9	\$41.58	\$86,490
10	\$40.64	\$84,536	10	\$43.08	\$89,599
11	\$42.10	\$87,561	11	\$44.62	\$92,813
12	\$42.94	\$89,313	12	\$45.51	\$94,670
13	\$43.80	\$91,099	13	\$46.42	\$96,563
14	\$44.67	\$92,921	14	\$47.35	\$98,494
15	\$45.57	\$94,779	15	\$48.30	\$100,464
16	\$46.16	\$96,011	16	\$48.93	\$101,770
17	\$46.76	\$97,259	17	\$49.56	\$103,093
18	\$47.37	\$98,524	18	\$50.21	\$104,433
19	\$47.98	\$99,805	19	\$50.86	\$105,791
20	\$48.61	\$101,102	20	\$51.52	\$107,166
21	\$49.24	\$102,416	21	\$52.19	\$108,559
22	\$49.88	\$103,748	22	\$52.87	\$109,971
23	\$50.53	\$105,097	23	\$53.56	\$111,400
24	\$51.18	\$106,463	24	\$54.25	\$112,849
25	\$52.07	\$108,315	25	\$55.20	\$114,807
26	\$52.98	\$110,200	26	\$56.15	\$116,798
27	\$55.28	\$114,977	27	\$58.59	\$121,867

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FIRST CONTRACT YEAR – 1%
EFFECTIVE AUGUST 27, 2017

– BACHELORS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$30.79	\$64,053	1	\$32.64	\$67,898
2	\$31.92	\$66,385	2	\$33.82	\$70,356
3	\$33.06	\$68,759	3	\$35.04	\$72,877
4	\$34.24	\$71,217	4	\$36.30	\$75,503
5	\$35.47	\$73,780	5	\$37.60	\$78,213
6	\$36.74	\$76,427	6	\$38.96	\$81,028
7	\$38.07	\$79,179	7	\$40.35	\$83,927
8	\$39.44	\$82,036	8	\$41.81	\$86,973
9	\$40.86	\$84,998	9	\$43.32	\$90,103
10	\$42.33	\$88,045	10	\$44.87	\$93,339
11	\$43.86	\$91,238	11	\$46.50	\$96,721
12	\$44.74	\$93,062	12	\$47.43	\$98,655
13	\$45.64	\$94,924	13	\$48.38	\$100,628
14	\$46.55	\$96,822	14	\$49.35	\$102,641
15	\$47.48	\$98,759	15	\$50.33	\$104,694
16	\$48.10	\$100,043	16	\$50.99	\$106,055
17	\$48.72	\$101,343	17	\$51.65	\$107,433
18	\$49.36	\$102,661	18	\$52.32	\$108,830
19	\$50.00	\$103,995	19	\$53.00	\$110,245
20	\$50.65	\$105,347	20	\$53.69	\$111,678
21	\$51.31	\$106,717	21	\$54.39	\$113,130
22	\$51.97	\$108,104	22	\$55.10	\$114,601
23	\$52.65	\$109,509	23	\$55.81	\$116,090
24	\$53.33	\$110,933	24	\$56.54	\$117,600
25	\$54.25	\$112,846	25	\$57.52	\$119,634
26	\$55.20	\$114,809	26	\$58.51	\$121,704
27	\$57.58	\$119,767	27	\$61.09	\$127,077

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FIRST CONTRACT YEAR – 1%
EFFECTIVE AUGUST 27, 2017

– MASTERS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$32.49	\$67,583	1	\$34.43	\$71,616
2	\$33.66	\$70,020	2	\$35.67	\$74,200
3	\$34.87	\$72,520	3	\$36.96	\$76,868
4	\$36.12	\$75,125	4	\$38.29	\$79,641
5	\$37.43	\$77,856	5	\$39.67	\$82,519
6	\$38.77	\$80,650	6	\$41.10	\$85,482
7	\$40.17	\$83,549	7	\$42.57	\$88,549
8	\$41.60	\$86,532	8	\$44.12	\$91,763
9	\$43.11	\$89,662	9	\$45.70	\$95,061
10	\$44.65	\$92,876	10	\$47.35	\$98,486
11	\$46.27	\$96,238	11	\$49.05	\$102,015
12	\$47.19	\$98,162	12	\$50.03	\$104,055
13	\$48.14	\$100,126	13	\$51.03	\$106,136
14	\$49.10	\$102,128	14	\$52.05	\$108,259
15	\$50.08	\$104,171	15	\$53.09	\$110,424
16	\$50.73	\$105,525	16	\$53.78	\$111,860
17	\$51.39	\$106,897	17	\$54.48	\$113,314
18	\$52.06	\$108,286	18	\$55.19	\$114,787
19	\$52.74	\$109,694	19	\$55.90	\$116,279
20	\$53.42	\$111,120	20	\$56.63	\$117,791
21	\$54.12	\$112,565	21	\$57.37	\$119,322
22	\$54.82	\$114,028	22	\$58.11	\$120,873
23	\$55.53	\$115,510	23	\$58.87	\$122,445
24	\$56.26	\$117,012	24	\$59.63	\$124,036
25	\$57.23	\$119,042	25	\$60.66	\$126,182
26	\$58.22	\$121,108	26	\$61.71	\$128,365
27	\$60.75	\$126,363	27	\$64.39	\$133,926

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES SECOND CONTRACT YEAR – 2%
EFFECTIVE AUGUST 26, 2018

– DIPLOMA –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$30.14	\$62,699	1	\$31.97	\$66,492
2	\$31.24	\$64,970	2	\$33.10	\$68,849
3	\$32.37	\$67,327	3	\$34.31	\$71,356
4	\$33.53	\$69,749	4	\$35.54	\$73,927
5	\$34.74	\$72,256	5	\$36.83	\$76,606
6	\$35.98	\$74,849	6	\$38.14	\$79,327
7	\$37.28	\$77,549	7	\$39.52	\$82,198
8	\$38.62	\$80,334	8	\$40.93	\$85,134
9	\$40.02	\$83,248	9	\$42.41	\$88,220
10	\$41.46	\$86,227	10	\$43.94	\$91,391
11	\$42.94	\$89,313	11	\$45.51	\$94,670
12	\$43.80	\$91,099	12	\$46.42	\$96,563
13	\$44.67	\$92,921	13	\$47.35	\$98,494
14	\$45.57	\$94,779	14	\$48.30	\$100,464
15	\$46.48	\$96,675	15	\$49.27	\$102,473
16	\$47.08	\$97,932	16	\$49.91	\$103,806
17	\$47.69	\$99,205	17	\$50.56	\$105,155
18	\$48.31	\$100,494	18	\$51.21	\$106,522
19	\$48.94	\$101,801	19	\$51.88	\$107,907
20	\$49.58	\$103,124	20	\$52.55	\$109,310
21	\$50.22	\$104,465	21	\$53.24	\$110,731
22	\$50.88	\$105,823	22	\$53.93	\$112,170
23	\$51.54	\$107,199	23	\$54.63	\$113,628
24	\$52.21	\$108,592	24	\$55.34	\$115,106
25	\$53.12	\$110,482	25	\$56.30	\$117,103
26	\$54.04	\$112,404	26	\$57.28	\$119,134
27	\$56.38	\$117,276	27	\$59.76	\$124,305

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES SECOND CONTRACT YEAR – 2%
EFFECTIVE AUGUST 26, 2018

– BACHELORS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$31.41	\$65,334	1	\$33.30	\$69,256
2	\$32.55	\$67,713	2	\$34.50	\$71,763
3	\$33.72	\$70,134	3	\$35.74	\$74,334
4	\$34.92	\$72,641	4	\$37.03	\$77,013
5	\$36.18	\$75,256	5	\$38.35	\$79,777
6	\$37.48	\$77,956	6	\$39.73	\$82,648
7	\$38.83	\$80,763	7	\$41.16	\$85,605
8	\$40.23	\$83,677	8	\$42.65	\$88,713
9	\$41.68	\$86,698	9	\$44.19	\$91,905
10	\$43.18	\$89,805	10	\$45.77	\$95,205
11	\$44.74	\$93,062	11	\$47.43	\$98,655
12	\$45.64	\$94,924	12	\$48.38	\$100,628
13	\$46.55	\$96,822	13	\$49.35	\$102,641
14	\$47.48	\$98,759	14	\$50.33	\$104,694
15	\$48.43	\$100,734	15	\$51.34	\$106,788
16	\$49.06	\$102,043	16	\$52.01	\$108,176
17	\$49.70	\$103,370	17	\$52.68	\$109,582
18	\$50.34	\$104,714	18	\$53.37	\$111,007
19	\$51.00	\$106,075	19	\$54.06	\$112,450
20	\$51.66	\$107,454	20	\$54.77	\$113,912
21	\$52.33	\$108,851	21	\$55.48	\$115,392
22	\$53.01	\$110,266	22	\$56.20	\$116,893
23	\$53.70	\$111,699	23	\$56.93	\$118,412
24	\$54.40	\$113,152	24	\$57.67	\$119,952
25	\$55.34	\$115,103	25	\$58.67	\$122,027
26	\$56.30	\$117,105	26	\$59.68	\$124,138
27	\$58.73	\$122,162	27	\$62.32	\$129,619

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES SECOND CONTRACT YEAR – 2%
EFFECTIVE AUGUST 26, 2018

– MASTERS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$33.14	\$68,934	1	\$35.12	\$73,049
2	\$34.34	\$71,420	2	\$36.39	\$75,684
3	\$35.56	\$73,970	3	\$37.70	\$78,406
4	\$36.84	\$76,627	4	\$39.05	\$81,234
5	\$38.18	\$79,413	5	\$40.47	\$84,170
6	\$39.55	\$82,263	6	\$41.92	\$87,191
7	\$40.97	\$85,220	7	\$43.42	\$90,320
8	\$42.43	\$88,263	8	\$45.00	\$93,598
9	\$43.97	\$91,455	9	\$46.62	\$96,962
10	\$45.55	\$94,734	10	\$48.30	\$100,455
11	\$47.19	\$98,162	11	\$50.03	\$104,055
12	\$48.14	\$100,126	12	\$51.03	\$106,136
13	\$49.10	\$102,128	13	\$52.05	\$108,259
14	\$50.08	\$104,171	14	\$53.09	\$110,424
15	\$51.08	\$106,254	15	\$54.15	\$112,633
16	\$51.75	\$107,635	16	\$54.85	\$114,097
17	\$52.42	\$109,035	17	\$55.57	\$115,580
18	\$53.10	\$110,452	18	\$56.29	\$117,083
19	\$53.79	\$111,888	19	\$57.02	\$118,605
20	\$54.49	\$113,343	20	\$57.76	\$120,147
21	\$55.20	\$114,816	21	\$58.51	\$121,709
22	\$55.92	\$116,309	22	\$59.27	\$123,291
23	\$56.64	\$117,821	23	\$60.04	\$124,893
24	\$57.38	\$119,352	24	\$60.83	\$126,517
25	\$58.38	\$121,423	25	\$61.88	\$128,706
26	\$59.39	\$123,530	26	\$62.95	\$130,932
27	\$61.97	\$128,890	27	\$65.68	\$136,605

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES THIRD CONTRACT YEAR – 2%
EFFECTIVE AUGUST 25, 2019

– DIPLOMA –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$30.75	\$63,953	1	\$32.61	\$67,821
2	\$31.86	\$66,270	2	\$33.76	\$70,226
3	\$33.02	\$68,674	3	\$34.99	\$72,783
4	\$34.20	\$71,144	4	\$36.25	\$75,406
5	\$35.43	\$73,701	5	\$37.57	\$78,138
6	\$36.70	\$76,346	6	\$38.90	\$80,914
7	\$38.03	\$79,099	7	\$40.31	\$83,842
8	\$39.39	\$81,941	8	\$41.75	\$86,837
9	\$40.82	\$84,913	9	\$43.26	\$89,984
10	\$42.28	\$87,951	10	\$44.82	\$93,219
11	\$43.80	\$91,099	11	\$46.42	\$96,563
12	\$44.67	\$92,921	12	\$47.35	\$98,494
13	\$45.57	\$94,779	13	\$48.30	\$100,464
14	\$46.48	\$96,675	14	\$49.27	\$102,473
15	\$47.41	\$98,608	15	\$50.25	\$104,523
16	\$48.02	\$99,890	16	\$50.90	\$105,882
17	\$48.65	\$101,189	17	\$51.57	\$107,258
18	\$49.28	\$102,504	18	\$52.24	\$108,653
19	\$49.92	\$103,837	19	\$52.92	\$110,065
20	\$50.57	\$105,187	20	\$53.60	\$111,496
21	\$51.23	\$106,554	21	\$54.30	\$112,945
22	\$51.89	\$107,939	22	\$55.01	\$114,414
23	\$52.57	\$109,343	23	\$55.72	\$115,901
24	\$53.25	\$110,764	24	\$56.45	\$117,408
25	\$54.18	\$112,691	25	\$57.43	\$119,445
26	\$55.12	\$114,652	26	\$58.42	\$121,517
27	\$57.51	\$119,622	27	\$60.96	\$126,791

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES THIRD CONTRACT YEAR – 2%
EFFECTIVE AUGUST 25, 2019

– BACHELORS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$32.04	\$66,641	1	\$33.96	\$70,641
2	\$33.21	\$69,067	2	\$35.19	\$73,198
3	\$34.39	\$71,537	3	\$36.45	\$75,821
4	\$35.62	\$74,094	4	\$37.77	\$78,553
5	\$36.90	\$76,761	5	\$39.12	\$81,373
6	\$38.23	\$79,515	6	\$40.53	\$84,301
7	\$39.60	\$82,378	7	\$41.98	\$87,318
8	\$41.03	\$85,351	8	\$43.50	\$90,487
9	\$42.52	\$88,432	9	\$45.07	\$93,743
10	\$44.04	\$91,602	10	\$46.69	\$97,109
11	\$45.64	\$94,924	11	\$48.38	\$100,628
12	\$46.55	\$96,822	12	\$49.35	\$102,641
13	\$47.48	\$98,759	13	\$50.33	\$104,694
14	\$48.43	\$100,734	14	\$51.34	\$106,788
15	\$49.40	\$102,749	15	\$52.37	\$108,923
16	\$50.04	\$104,084	16	\$53.05	\$110,339
17	\$50.69	\$105,437	17	\$53.74	\$111,774
18	\$51.35	\$106,808	18	\$54.44	\$113,227
19	\$52.02	\$108,197	19	\$55.14	\$114,699
20	\$52.69	\$109,603	20	\$55.86	\$116,190
21	\$53.38	\$111,028	21	\$56.59	\$117,700
22	\$54.07	\$112,471	22	\$57.32	\$119,230
23	\$54.78	\$113,933	23	\$58.07	\$120,780
24	\$55.49	\$115,415	24	\$58.82	\$122,351
25	\$56.44	\$117,405	25	\$59.84	\$124,467
26	\$57.43	\$119,447	26	\$60.88	\$126,621
27	\$59.91	\$124,605	27	\$63.56	\$132,211

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES THIRD CONTRACT YEAR – 2%
EFFECTIVE AUGUST 25, 2019

– MASTERS –

Staff Nurse I			Staff Nurse II Administrative Nurse I		
Step*	Hourly	Annual**	Step*	Hourly	Annual**
1	\$33.80	\$70,313	1	\$35.82	\$74,510
2	\$35.02	\$72,848	2	\$37.11	\$77,198
3	\$36.27	\$75,449	3	\$38.45	\$79,974
4	\$37.58	\$78,160	4	\$39.84	\$82,859
5	\$38.94	\$81,001	5	\$41.28	\$85,853
6	\$40.34	\$83,908	6	\$42.76	\$88,935
7	\$41.79	\$86,924	7	\$44.29	\$92,126
8	\$43.28	\$90,028	8	\$45.90	\$95,470
9	\$44.85	\$93,284	9	\$47.55	\$98,902
10	\$46.46	\$96,629	10	\$49.26	\$102,464
11	\$48.14	\$100,126	11	\$51.03	\$106,136
12	\$49.10	\$102,128	12	\$52.05	\$108,259
13	\$50.08	\$104,171	13	\$53.09	\$110,424
14	\$51.08	\$106,254	14	\$54.15	\$112,633
15	\$52.11	\$108,379	15	\$55.23	\$114,885
16	\$52.78	\$109,788	16	\$55.95	\$116,379
17	\$53.47	\$111,215	17	\$56.68	\$117,892
18	\$54.16	\$112,661	18	\$57.42	\$119,424
19	\$54.87	\$114,126	19	\$58.16	\$120,977
20	\$55.58	\$115,609	20	\$58.92	\$122,550
21	\$56.30	\$117,112	21	\$59.68	\$124,143
22	\$57.04	\$118,635	22	\$60.46	\$125,757
23	\$57.78	\$120,177	23	\$61.25	\$127,391
24	\$58.53	\$121,739	24	\$62.04	\$129,047
25	\$59.54	\$123,852	25	\$63.12	\$131,280
26	\$60.58	\$126,000	26	\$64.21	\$133,551
27	\$63.21	\$131,468	27	\$66.99	\$139,337

*Article IV, Section 2 determine placement of employees on Steps hired prior to August 24, 2008;

Article IV, Sec. 4(c) determine placement of employees on Steps hired on or after August 24, 2008

** Annual Rate based on 2080 hours per year

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FOR
HEALTH CARE UTILIZATION REVIEW COORDINATOR II
CLINICAL NURSE CONSULTANT II

TRANSITION SCALE

Step	Diploma	Bachelors	Masters
1	\$65,350	\$66,004	\$ 67,984
2	\$67,713	\$68,390	\$ 70,442
3	\$70,140	\$70,841	\$ 72,967
4	\$72,664	\$73,391	\$ 75,592
5	\$75,281	\$76,034	\$ 78,315
6	\$78,002	\$78,782	\$ 81,145
7	\$80,798	\$81,606	\$ 84,054
8	\$83,707	\$84,544	\$ 87,080
9	\$86,720	\$87,587	\$ 90,215
10	\$89,843	\$90,741	\$ 93,464
11	\$93,076	\$94,007	\$ 96,827
12	\$94,938	\$95,887	\$ 98,764
13	\$96,836	\$97,805	\$ 100,739
14	\$98,773	\$99,761	\$ 102,754
15	\$100,748	\$101,756	\$ 104,809
16	\$102,159	\$103,181	\$ 106,276
17	\$103,589	\$104,625	\$ 107,764
18	\$105,039	\$106,090	\$ 109,272
19	\$106,510	\$107,575	\$ 110,802
20	\$108,001	\$109,081	\$ 112,354
21	\$109,513	\$110,608	\$ 113,926
22	\$111,046	\$112,157	\$ 115,521
23	\$112,601	\$113,727	\$ 117,139
24	\$114,177	\$115,319	\$ 118,779
25	\$116,164	\$117,326	\$ 120,845
26	\$118,185	\$119,367	\$ 122,948
27	\$123,498	\$124,733	\$ 128,475

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FOR
HEALTH CARE UTILIZATION REVIEW COORDINATOR II
CLINICAL NURSE CONSULTANT II

– DIPLOMA –

Step	Effective Date		
	August 27, 2017	August 26, 2018	August 25, 2019
1	\$66,004	\$67,324	\$68,670
2	\$68,390	\$69,758	\$71,153
3	\$70,841	\$72,258	\$73,703
4	\$73,391	\$74,858	\$76,356
5	\$76,034	\$77,554	\$79,106
6	\$78,782	\$80,358	\$81,965
7	\$81,606	\$83,238	\$84,903
8	\$84,544	\$86,235	\$87,960
9	\$87,587	\$89,339	\$91,126
10	\$90,741	\$92,556	\$94,407
11	\$94,007	\$95,887	\$97,805
12	\$95,887	\$97,805	\$99,761
13	\$97,805	\$99,761	\$101,756
14	\$99,761	\$101,756	\$103,791
15	\$101,756	\$103,791	\$105,867
16	\$103,181	\$105,244	\$107,349
17	\$104,625	\$106,718	\$108,852
18	\$106,090	\$108,212	\$110,376
19	\$107,575	\$109,727	\$111,921
20	\$109,081	\$111,263	\$113,488
21	\$110,608	\$112,820	\$115,077
22	\$112,157	\$114,400	\$116,688
23	\$113,727	\$116,001	\$118,322
24	\$115,319	\$117,626	\$119,978
25	\$117,326	\$119,672	\$122,066
26	\$119,367	\$121,754	\$124,190
27	\$124,733	\$127,228	\$129,772

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FOR
HEALTH CARE UTILIZATION REVIEW COORDINATOR II
CLINICAL NURSE CONSULTANT II

– BACHELORS –

Step	Effective Date		
	August 27, 2017	August 26, 2018	August 25, 2019
1	\$66,664	\$67,997	\$69,357
2	\$69,074	\$70,456	\$71,865
3	\$71,550	\$72,981	\$74,440
4	\$74,125	\$75,607	\$77,119
5	\$76,794	\$78,330	\$79,897
6	\$79,570	\$81,161	\$82,784
7	\$82,422	\$84,070	\$85,752
8	\$85,390	\$87,097	\$88,839
9	\$88,463	\$90,232	\$92,037
10	\$91,649	\$93,482	\$95,351
11	\$94,947	\$96,846	\$98,783
12	\$96,846	\$98,783	\$100,758
13	\$98,783	\$100,758	\$102,773
14	\$100,758	\$102,773	\$104,829
15	\$102,773	\$104,829	\$106,926
16	\$104,212	\$106,297	\$108,423
17	\$105,671	\$107,785	\$109,940
18	\$107,151	\$109,294	\$111,480
19	\$108,651	\$110,824	\$113,040
20	\$110,172	\$112,375	\$114,623
21	\$111,714	\$113,949	\$116,228
22	\$113,278	\$115,544	\$117,855
23	\$114,864	\$117,162	\$119,505
24	\$116,472	\$118,802	\$121,178
25	\$118,499	\$120,869	\$123,286
26	\$120,561	\$122,972	\$125,431
27	\$125,980	\$128,500	\$131,070

APPENDIX "A"

TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS

SALARY RANGES FOR
HEALTH CARE UTILIZATION REVIEW COORDINATOR II
CLINICAL NURSE CONSULTANT II

– MASTERS –

Step	Effective Date		
	August 27, 2017	August 26, 2018	August 25, 2019
1	\$68,663	\$70,037	\$71,437
2	\$71,146	\$72,569	\$74,021
3	\$73,696	\$75,170	\$76,674
4	\$76,348	\$77,875	\$79,433
5	\$79,098	\$80,680	\$82,294
6	\$81,957	\$83,596	\$85,268
7	\$84,895	\$86,593	\$88,324
8	\$87,951	\$89,710	\$91,504
9	\$91,117	\$92,939	\$94,798
10	\$94,398	\$96,286	\$98,212
11	\$97,795	\$99,751	\$101,746
12	\$99,751	\$101,746	\$103,781
13	\$101,746	\$103,781	\$105,857
14	\$103,781	\$105,857	\$107,974
15	\$105,857	\$107,974	\$110,133
16	\$107,339	\$109,485	\$111,675
17	\$108,841	\$111,018	\$113,239
18	\$110,365	\$112,573	\$114,824
19	\$111,910	\$114,149	\$116,432
20	\$113,477	\$115,747	\$118,062
21	\$115,066	\$117,367	\$119,714
22	\$116,677	\$119,010	\$121,390
23	\$118,310	\$120,676	\$123,090
24	\$119,966	\$122,366	\$124,813
25	\$122,054	\$124,495	\$126,985
26	\$124,178	\$126,661	\$129,194
27	\$129,760	\$132,355	\$135,002

APPENDIX "A"
TO THE AGREEMENT BETWEEN
ILLINOIS NURSES ASSOCIATION
AND
THE BOARD OF TRUSTEES OF THE UNIVERSITY OF ILLINOIS
HOURLY WAGES FOR
IN-HOUSE REGISTRY FLEX TEAM

	<u>8/25/13</u>	<u>8/26/18</u>
Orientation	\$47.00	\$47.00
Post-Orientation	\$52.00	\$53.00

SIDE LETTERS OF AGREEMENT

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago 1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, Illinois 60603

Re: Magnet Status

Dear Mr. Wane:

University of Illinois Medical Center at Chicago (UIMCC) and Illinois Nurses Association (INA) are mutually committed to a premier environment for nursing practice at UIMCC. As evidence of such commitment the parties agree to the following:

- 1) UIMCC and INA shall work collaboratively towards their common goal of achieving Magnet Designation for excellence in nursing care and standards of nursing practice at the Medical Center. The Medical Center and INA recognize that American Nurses Credentialing Center (ANCC) provides consumers with outstanding benchmarks of health care organizations that have a proven level of excellence in nursing care, and which serves to attract and retain quality employees. The Medical Center and INA are committed to promoting quality in an environment that supports professional nursing practice and will work to create and maintain an environment that reinforces collegial working relations and positive labor relations with the Medical Center. INA will assist the Medical Center in achieving Magnet Designation and will endeavor to support publicly the Medical Center in this regard. INA agrees to use its best efforts to promote Magnet Designation for the Medical Center to the American Nurses Credentialing Center.
- 2) The INA shall support the Medical Center in Its Service and Operational Excellence efforts.
- 3) UIMCC and INA shall work collaboratively to develop a program for bargaining unit members to include pay-for-performance and clinical ladders that emphasizes improvements in the quality of care, measuring and rewarding positive outcomes. The parties shall seek to initiate a pilot program regarding the above during the term of the current collective bargaining agreement.

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

We agree to the contents of this letter.

Illinois Nurses Association Date

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago
1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, IL 60603

Re: Charge Nurse Assignments in OCC and Ambulatory Clinics

Dear Mr. Wane:

For the duration of the Collective Bargaining Agreement, the parties agree that for all patient care clinics in the Outpatient Care Center or other ambulatory clinics that utilize assigned charge nurses as of August 22, 2008, the Employer agrees to maintain these charge nurse assignments.

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

We agree to the contents of this letter.

Illinois Nurses Association

Date

Official Copy on File

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago 1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, IL 60603

Re: Joint Task Force

Dear Mr. Wane:

Within 120 days of ratification of the collective Bargaining Agreement the parties agree:

- 1) To establish a joint task force (Maximum of 5 HURC IIs (one from each of the specialties listed for Patient Unit Directors) , UM/DC Planning Director and one Patient Unit Director from each of the following units/divisions: Maternal-Child, Psychiatry, Medicine, Transplant and Neuro/Neuro Surg) to review and establish recommendations for the HURC II classification for the following:
 - a) Assignments governed by national benchmarks for case management caseloads and specific to UIC patient units and their interdisciplinary team functions.
 - b) Define cross coverage and establish written priorities for cross coverage.
 - c) Implement changes to HURC II responsibility to reflect increased responsibility for case management.
 - d) Task force will make recommendation for ongoing education with the goal of case management certification.
- 2) Recommendations of the joint task force must be ratified by 75% of the group members for adoption and implementation.
- 3) The Employer agrees to implement ratified recommendations of this joint task force. If the Employer refuses to implement recommendations, the Association may submit the issue to expedited arbitration.

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

We agree to the contents of this letter.

Illinois Nurses Association

Date

Official Copy on File

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago 1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, IL 60603

Re: Modification of Nursing Administration Policy

Dear Mr. Wane:

The Employer agrees to modify Nursing Administration Policy 16-05-00, Nursing Administration: Time, Overtime and Attendance to reflect the following:

Suspected abuse of sick benefits is defined as follows:

- 1) More than seven occurrences of absences from scheduled shifts due to illness or injury (absences during consecutive scheduled days equals one occurrence) during the previous twelve months.
- 2) Failure to work all scheduled hours after reporting to work. (exceptions for overtime exempt employees and all employees attending healthcare appointments at UIMC).
- 3) Failure to call in to notify charge nurse prior to the shift's start of sick leave or FMLA absence except for emergent situations.
- 4) Absences constituting a pattern of absence are defined as three (3) or more sick leave absences in the previous twelve (12) month period from this list:
 - a) preceding/following a weekend off;
 - b) preceding or following regularly scheduled days off or vacations;
 - c) on a day previously requested off and denied or for days switched with another employee;
 - d) when rotated to another assigned shift or assignment;
 - e) repeated absence on a particular day of the week (three or more single occurrences).

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

We agree to the contents of this letter.

Illinois Nurses Association

Date

Official Copy on File

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago
1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, IL 60603

Re: Fitness for Duty Evaluation

Dear Mr. Wane:

When an employee's actions indicate an inability to fulfill job duties and the employee is remanded to a fitness for duty assessment, the employer will inform the employee that they may contact an INA Representative. If an employee representative is scheduled for nursing duty, he/she will be released from duty.

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

We agree to the contents of this letter.

Illinois Nurses Association

Date

Official Copy on File

UNIVERSITY OF ILLINOIS MEDICAL CENTER

Chief Nursing Officer
University of Illinois Medical Center at Chicago
1740 West Taylor Street
Suite 1400
Chicago, Illinois 60612

August 24, 2008

Mr. Abass Wane
Illinois Nurses Association
105 West Adams Street, Suite 2101
Chicago, IL 60603

Re: Implementation of New Scheduling System Dear Mr. Wane:

The parties agree that the implementation of a new scheduling system will have significant impact on the working conditions for nurses at UIMCC. To this end, the employer agrees to appoint a minimum of three (3) Association officers to the work group overseeing the implementation of the scheduling system.

Please execute one copy of this letter and return one to me for our files.

Sincerely,

Jan Spunt
Chief Nursing Officer

Agreed to between the parties upon this date _____ by:

Illinois Nurses Association University of Illinois Medical Center

Official Copy on File

UNIVERSITY OF ILLINOIS HOSPITAL AND HEALTH SCIENCE SYSTEM

Chief Operations Officer
University of Illinois Hospital and Health Science Systems
840 S. Wood Street
Ambulatory Services Administration, MC 510
Chicago, IL 60612

December 12, 2011

Ms. Alice Johnson
Illinois Nurses Association
105 West Adams Street, Suite 1420
Chicago, IL 60603

RE: Ambulatory Nursing Orientation

Dear Ms. Johnson:

The parties agree that a general orientation program will be developed and implemented for the Ambulatory Service nurses working in the Outpatient Care center no later than December 31, 2011. Center specific checklists shall be developed for each specialty area no later than July 2012.

General orientation must be completed and center specific checklists must be validated before a newly hire RN may work independently or be floated to another clinic.

Sincerely,

Allyson Hanson

Please check appropriate box(es):

- Receivable to University
- Payable by University
- New Contract
- Amendment to Contract No. _____

Please refer to this number (which will be assigned by BOT Office) for any future transactions regarding this contract, i.e., amendments, inquiries, etc.

Contract number _____

**CONTRACT
INTERNAL APPROVAL FORM
UNIVERSITY OF ILLINOIS AT CHICAGO**

Unit/Department: UIC Human Resources, Labor & Employee Relations

Contact Person: Lisa Micola

Phone: 312-355-3055

Address: 1747 West Roosevelt Road, Chicago, IL 60608

Mail Code: 264

Brief Description of Services: Labor Agreement between UIC and Illinois Nurses Association

Effective Date: August 24, 2017 Termination Date: August 23, 2020

APPROVALS: Date of Board of Trustees Approval, if Required: _____

APPROVALS

Carl Henry Dombrow
Chief Negotiator _____ Date _____

[Signature]
Executive Director of Labor and Employee Relations _____ Date _____

[Signature]
Office of University Counsel _____ Date _____

Jammi Painter
Jammi Painter, Associate Vice President for Human Resources _____ Date 11/17/17

[Signature]
Ayjit Ghosh, Comptroller _____ Date 11/17/17

Contracts Processing Office (107 Coble Hall) Date Received: _____ By: _____

Your Comments:
Please provide at least 4 original copies of the agreement for signatures and forward all originals to Bonita Higerson in University Human Resources.

The University Contract Records Office will retain one fully executed original copy of the contract on behalf of the Board of Trustees Office. Thank you.