

AGREEMENT BETWEEN
THE BOARD OF TRUSTEES OF
SOUTHERN ILLINOIS UNIVERSITY
GOVERNING SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE

AND

Murphysboro Typographical Union

On Behalf Of
No. 217

October 1, 2004 through September 30, 2008

**Addendum to the Agreement Between
Southern Illinois University
And
Murphysboro Typographical Union No. 217**

It is hereby mutually agreed that the terms and conditions of the collective bargaining agreement between the parties that expired September 30, 2016 be extended in full force and effect, with the following modifications, through September 30, 2017.

The parties agree that Article XVIII, Wages, of the current collective bargaining agreement shall include the following language:

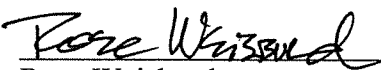
Effective October 1, 2016, employees covered under this Agreement will receive a wage increase equal to the amount appropriated for wages generally and the amount reallocated by the employer for increases for Civil Service range employees.

**Southern Illinois University
Carbondale**

**Murphysboro Typographical
Union No. 217**


Brent Patton
Labor and Employee Relations

11/8/2016
Date


Rose Weisburd
Steward

3 November 2016
Date

**Addendum to the Agreement Between
Southern Illinois University
And
Murphysboro Typographical Union No. 217**

It is hereby mutually agreed that the terms and conditions of the collective bargaining agreement between the parties that expired September 30, 2011 be extended in full force and effect, with the following modifications, through September 30, 2014.

The parties agree that Article XVIII, Wages, of the current collective bargaining agreement shall include the following language:

Effective April 1, 2012, employees covered under this Agreement will receive a wage increase of 1% or the amount appropriated for wages generally and the amount reallocated by the employer for increases for Civil Service range employees, whichever is greater.

Effective October 1, 2012, employees covered under this Agreement will receive a wage increase of 1% or the amount appropriated for wages generally and the amount reallocated by the employer for increases for Civil Service range employees, whichever is greater.

Effective October 1, 2013, employees covered under this Agreement will receive a wage increase of 2% or the amount appropriated for wages generally and the amount reallocated by the employer for increases for Civil Service range employees, whichever is greater.

**Southern Illinois University
Carbondale**

**Murphysboro Typographical
Union No. 217**

Brent D. Patton 1/19/12
Brent D. Patton Date
Director of Labor and Employee Relations

Rose Weisenburd 1/25/12
Rose Weisenburd Date
Steward

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ARTICLE I
Articles of Agreement

THIS MEMORANDUM OF UNDERSTANDING is made and entered into by and between the Southern Illinois University Carbondale (hereinafter referred to as the "employer"), through its authorized representatives and Murphysboro Typographical Union No. 217 (hereinafter referred to as the "Union"), by its officers or a committee duly authorized to act in its behalf.

This agreement shall become effective when ratified by the Union and Board of Trustees and signed by authorized representatives thereof and may be amended or modified during its term only with mutual consent of both parties.

The term of this contract shall be from October 1, 2004 through September 30, 2008. It shall remain in effect from year to year thereafter unless written notice of a desire to modify or terminate is given by one party to the other at least forty-five days, but not more than ninety days, prior to its expiration.

In the event any article, section or portion of this Agreement should be held invalid and unenforceable by any administrative agency or court of competent jurisdiction or by reason of any subsequently enacted legislation, such decision or legislation shall apply only to the specific Article, section or portion thereof specified in the agency or court decision or subsequent legislation, and the remaining parts or portions of this Agreement shall remain in full force and effect.

ARTICLE II
Management's Rights

As long as such actions and decisions are consistent with the other express Articles of this Agreement, it is understood and agreed that the Board, on behalf of the University, retains and reserves all of its powers and authority to direct, manage, and control all operations and activities of the University to the full extent of the law. Included in but not limited to those duties and powers are the exclusive right to: maintain executive and administrative control of the University and its properties and of all its personnel; determine its organization; hire, assign, direct, and evaluate staff; determine the times and hours of operation; determine the kinds and levels of services to be provided, and the methods and means of providing them; to establish its policies, goals and objectives; to establish, consolidate, merge or eliminate programs; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of University operations; build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; decide whether to make or purchase goods or services; and take action on any matter in the event of an emergency.

ARTICLE III Recognition

The Employer hereby recognizes the Union as the exclusive bargaining representative of all employees covered by this agreement. The words "employee" and "employees" when used in this agreement apply to journeymen and apprentices.

ARTICLE IV Jurisdiction

Section 1. Jurisdiction of the Union under this Agreement shall consist of any and all typesetting and design work normally performed for campus departments at Printing and Duplicating by the civil service classifications such as Typesetter II, Typesetter III, Illustrator, and Compositor. All work within the jurisdiction of the Union shall be performed only by journeymen and apprentices. Apprentices may be employed only in accordance with the ratio of apprentices provided elsewhere in this agreement.

It is recognized that prior to the effective date of this agreement some of the work as specified in this section was being done by students not covered by this agreement. The Union agrees that such work now so performed may continue to be so performed during the life of this agreement.

Section 2. The operation, authority, and control of the design area shall be vested exclusively in the office through its representative, the foreman, who shall be a journeyman member of the Union in so far as is permissible by state law. A foreman, who is the Employer's representative, shall not be subject to discipline by the Union for any executive or supervisory act authorized by this agreement.

Section 3. No elected Union representative, who is an employee of the Employer and no Chapel Chairman shall be disciplined by the Employer and/or his representative in the performance of his Union duties, so long as such duties do not interfere with the performance of his usual duties as a journeyman employee.

Section 4. In view of the agreement hereof that only journeymen and apprentices are to be employed, and since it is the desire and intent of the parties to assure insofar as possible the continued maintenance of a high degree of skill in the journeyman classification and a corresponding high degree of quality and quantity of production, it is mutually agreed that journeymen are defined as: (1) Persons who prior to the effective date hereof worked as journeymen in the composing rooms of employers signatory to this agreement. (2) Persons who have completed approved apprentice training as provided in this agreement, or have passed a qualifying examination under procedures heretofore recognized by the Union and the Employers: (3) Persons who have passed an examination recognized by both parties to this agreement, and have qualified as journeymen in accordance therewith. Persons seeking to qualify as journeymen

shall be given an examination under non-discriminatory standards and procedures established by the parties hereto.

Section 5. Both parties agree that their respective rights and obligations under this agreement will have been accorded by the performance and fulfillment of the terms and conditions thereof and that the complete obligation of each to the other is expressed herein. It is understood and agreed that the General Laws of the Printing, Publishing and Media Workers Sector in effect at the time of signing this agreement, not in conflict with this agreement or with federal or state law shall govern relations between the parties on conditions not specifically enumerated herein.

ARTICLE V Seniority

Section 1. Seniority, for all purposes under this Agreement, will be interpreted and calculated according to the Statute and Rules of the State Universities Civil Service System as published in January, 1996. If the sections of the Statute or Rules applicable to seniority are amended by law or through action of the Civil Service System during the term of this Agreement, the Agreement will automatically be reopened for the renegotiation between the parties of those of its provisions which are affected by such amendment.

Section 2. Nothing contained herein shall be construed to interfere in any way with the creation or operation of any rules not in conflict with law or this agreement by any chapel or by the Union for the conduct of its own affairs.

ARTICLE VI No Strike/No Lockout

Section 1. During the term of this Agreement, neither the union nor its officers or agents, or members covered by this Agreement, will authorize, institute, engage, sponsor, or participate in any strike (including a sympathy strike), concerted refusal to work, or any other concerted and intentional interruption of the functions of the University. In the event of any violation of any provisions of this section by the union, its members, or representatives, the union shall, upon notice from the Board, immediately direct such union members, both orally and in writing, to resume normal operations immediately and make every other reasonable effort to end any violations.

Section 2. During the term of this Agreement, neither the Board nor its administrative agents will lock out members of the union during the term of this Agreement as a result of a labor dispute with the union. In the event of any violations of any provisions of this section by the Board or its administrative agents, the Board shall upon notice from the union, immediately direct such administration agents, both orally and in writing, to resume normal operation immediately and make every other reasonable effort to end any violations.

Section 3. The Employer agrees not to require employees to execute any work received from or destined for another employer whose employees are locked out or on a strike authorized by the Printing, Publishing and Media Workers Sector of the CWA under circumstances which

make the Employer an ally of such other employer, and such work shall not be within the scope of the employment of employees covered by this agreement.

Section 4. No employee covered by this agreement shall be required to cross a picket line established because of an authorized strike by any subordinate union of the Printing, Publishing and Media Workers Sector.

ARTICLE VII

Grievances

Section 1. A grievance is defined to be any dispute between the Employer and the Union or between the Employer and any employee(s) represented by the Union over (1) wages, hours, or other terms and conditions of employment, or (2) the administration or interpretation of this agreement.

Section 2. Any individual employee or a group of employees may at any time present grievances to their employer and have them adjusted without the intervention of the Union as long as the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect, provided that the bargaining representative has been given an opportunity to be present at such adjustment. This clause shall not be interpreted to prevent the Union from filing a grievance.

Section 3. It is preferable that grievances be resolved informally at the steps on which they occur. If this is not possible in any individual case, the following procedure will be observed:

- Step 1. An employee and/or a representative of her/his choice shall first present any such matter to the immediate supervisor. This step should be taken at the earliest possible date. The immediate supervisor must render a decision within two (2) working days.
- Step 2. If the grievance is not satisfactorily resolved, the employee may submit the grievance in writing to her/his head of department (i.e., Dean or Director). This must be done within five (5) working days after the receipt of the decision in Step 1. The department head is to review the facts and render a decision and reasons for the decision in writing to the employee within five (5) working days after the receipt of the grievance.
- Step 3. If the grievance is not satisfactorily resolved at Step 2, the grievance may be submitted in writing to the Labor and Employee Relations designee. This must be done within five (5) working days after the receipt of the decision in Step 2. Labor and Employee Relations shall arrange a meeting with both the employee and her/his representative, and with the administrative officers involved, to be held within five (5) working days after receipt of the grievance. The employee must be notified in writing of the decision and reasons for the decision within five (5) working days after the meeting.

Step 4a. If the grievance is not satisfactorily resolved at Step 3 and concerns the application or the interpretation of the Statutes and Rules of the State Universities Civil Service System of Illinois, the employee(s) or the Union shall, if the matter is to be pursued, present the issue(s) involved in the dispute to the Director of the system for resolution.

Step 4b. If the grievance is not satisfactorily resolved at Step 3 and concerns the administration or interpretation of this Agreement, the Union may submit the grievance to final and binding arbitration through the American Arbitration Association or an arbitrator from the Illinois Educational Labor Mediation Roster which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. (1) The arbitrator shall have no power to alter the terms of this agreement. (2) The costs of such arbitration shall be borne equally by the Employer and the Union, except as otherwise provided by the rules promulgated by the Illinois Educational Labor Relations Board. (3) It is agreed, subject to Public Act 83-1014, that local Union laws not affecting wages, hours or working conditions, and the General Laws of the Printing, Publishing and Media Workers Sector, shall not be subject to arbitration.

Section 4. An employee has the right to representation at all steps of the grievance procedure.

Section 5. If no answer is received at any step within the specified time, the grievance shall automatically go to the next step.

Section 6. A time extension(s) may be taken at any step of the grievance procedure by mutual consent of the Employer and the Union.

Section 7. No reprisal(s) shall be taken by the University against any employee because of her/his participation in a grievance.

Section 8. When a grievant and/or her/his representative is required by Steps 1 through 4a of the above procedure to attend a meeting during her/his regularly scheduled work assignment, such persons shall be released without loss of pay or benefits for the length of that meeting, including reasonable travel time. Such paid release time shall not apply to any arbitration proceeding at Step 4b.

Section 9. A grievance may be withdrawn at any step. Such withdrawal shall not constitute a determination of the merits of the grievance.

Section 10. All records related to a grievance shall be filed separately from the official personnel file of the employee. Upon the request of an employee one year or more after the initial filing of a grievance, all record of that grievance shall be removed from that employee's departmental file.

Section 11. Pending final settlement, conditions prevailing prior to the dispute shall be maintained.

ARTICLE VIII Nondiscrimination

Section 1. It is agreed by the Employer and the Union that there will be no discrimination practiced against any person or persons because of race, creed, color, national origin, sex, sexual preference, political affiliation, marital status, age or disability.

Section 2. This Agreement shall be interpreted to permit the reasonable accommodation of disabled persons as required by state or federal law, including the Americans with Disabilities Act (ADA). If a proposed accommodation will conflict with an express provision of the Agreement, the parties, if either requests, shall meet to discuss the proposed accommodation. The University and the Union will make every effort to minimize any adverse effect on other employees resulting from accommodating a disabled individual.

The parties agree that any accommodation made by the Employer or the Union with respect to job duties or any other term or condition of employment shall apply only to the person accommodated in the particular situation and shall not apply to any other employee. The fact that any person is accommodated, and the manner and method of such accommodation, shall be without precedent and therefore may not be used or relied upon by any person for any purpose at any time.

ARTICLE IX Hours of Work

Section 1. All time worked before or in excess of the regular hours established for the day's or night's work at the end of a week's work must be paid for at the overtime rate, which shall be time and one-half based on the hourly wage paid the individual employee, except as provided in Section 4, Article II.

Section 2. By mutual agreement of the individual employee(s) and management, compensatory time off at the overtime rate may be taken in lieu of monetary payment for overtime worked.

Section 3. No employee covered by this agreement shall be required or permitted to hold a situation of more than five shifts in one financial week. When any employee is required to work on a regular off day or off night, or the sixth or seventh shift in any financial week, he shall be paid the overtime rate for such work.

Section 4. A lunch period of at least thirty minutes and not more than one hour shall be allowed for each shift, such time not to be included in the number of hours specified for a day's or night's work.

ARTICLE X
Holidays

Section 1. The employer recognizes the following as holidays: Independence Day, Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day, and five days designated by the Chancellor of the University prior to the beginning of the fiscal year.

Section 2. Employees covered by this Agreement will be compensated for the holidays cited in (5.1) at their regular rates of pay.

Section 3. An employee required to work on a holiday cited in (5.1) will be compensated one and one-half time the regular rate of pay, in addition to the holiday pay provided in (5.2).

Section 4. When one of the six holidays listed in (5.1) falls on a Saturday, the Friday preceding it will be recognized as that holiday. When one of the six holidays listed in (5.1) falls on a Sunday, the Monday following it will be recognized as that holiday.

Section 5. An employee who normally works other than a Monday-through-Friday schedule and who consequently is not scheduled to work on a recognized holiday, will receive, as operations permit, either (1) an additional day's pay at his regular rate as provided in (5.2) above, or (2) the scheduled day nearest the recognized holiday as a substitute holiday.

Section 6. For an employee to receive compensation for a holiday, he must be in pay status the last scheduled work day preceding the holiday and the first scheduled work day following the holiday, unless absence on one or both of these days is approved by the appropriate supervisor and Human Resources.

Section 7. No employee shall be employed for less than a full shift except when discharged for cause or excused at his own request.

Provided: In extreme emergencies, such as fire, flood or disaster beyond the control of the employer that renders his plant temporarily inoperative, the employer shall be permitted and agrees to make every effort to reschedule shifts so interrupted and the Union agrees to waive any premium rates that otherwise might be payable as a consequence of such rescheduling.

Section 8. Employees called back after having left the office shall be paid a minimum of 2 hours for such callback and overtime rates for all time worked.

Section 9. The foreman may recommend discharge (1) for incompetency; (2) for neglect of duty; (3) for violation of office rules, which shall be kept conspicuously posted, and which shall in no way abridge the civil rights of employees or their rights under accepted Printing, Publishing and Media Workers Sector Laws. A discharged employee shall have the right to challenge the fairness of any reason given for his discharge.

ARTICLE XI
Working Rules & Conditions

The Board shall comply with applicable federal or state health and safety statutes. Employees covered by this contract shall comply with all applicable University rules and regulations that are promulgated to implement applicable federal and state statutes concerning safety and health.

ARTICLE XII
Vacation

Section 1. Effective July 1, 1989, employees covered by this Agreement will earn vacation in accordance with the following schedule:

Year of Service	Rate Earned Per Hour of Pay-Status Service (Exclusive of Overtime) in % hr.	Approximate Leave Days Earned in One Year by a Full-time Employee.
1	.0462	12
2	.0500	13
3	.0539	14
4	.0577	15
5	.0616	16
6	.0655	17
7	.0693	18
8	.0732	19
9	.0770	20
10	.0809	21
11	.0847	22
12	.0885	23
13	.0924	24
14	.0962	25
15	.1000	26
16	.1039	27
17+	.1077	28

Section 2. An Employee cannot continue to accrue vacation if he has credited to his account the amount of vacation he would accrue in a two year period at his current rate of accrual. Vacation will continue to accrue while an employee is using vacation credits (and sick leave credits if applicable) which were available at the beginning of a period of approved vacation.

Section 3. The Employer will grant vacations insofar as is possible in accordance with employees' preferences. However, the approval of each vacation request will be at the discretion of the departmental executive officer and as operations permit.

Section 4. In the event of a change of status of an employee, such as resignation, layoff of undetermined duration, termination, death or retirement, the employee's payroll records will be closed and a lump sum payment of all earnings and accrued and unused vacation will be made.

Section 5. Employees may claim new shifts, new starting time, new slide days and have choice of vacation schedule in accordance with their priority standing.

ARTICLE XIII

Leave Time

Section 1. Employees covered by this Agreement will earn paid sick leave at the rate of 0.0462 hours for each hour of pay status service (exclusive of overtime). The amount of sick leave accumulated at the time any illness begins will be available in full, and additional leave will continue to accrue while an employee is using that already accumulated. There shall be no limit on the amount of sick leave which may be accumulated.

Section 2. Sick leave compensation will be at the normal rate of pay. An employee may use accrued sick leave for personal illness or injury, for personal medical and dental appointments, for any approved family and medical leave, and for the illness or injury of a member of the immediate family. For these purposes, the immediate family is defined as spouse, domestic partner, child, and parent. Household includes anyone maintaining a family relationship living in an employee's home.

Section 3. Employees who misuse sick leave may be suspended or discharged. An Employee's supervisors or the Office of Human Resources may require documentation from a physician, or other administratively acceptable proof of illness, when there is the appearance of misuse of sick leave. Employees receiving sick leave pay may not work elsewhere without forfeiture of this pay, except when outside employment has been approved by the University.

Section 4. Sick leave benefits will apply only to an employee's regular work schedule.

Section 5. Sick leave will be used in the following order:

- (a) Sick leave days earned and accrued before January 1, 1984;
- (b) Sick leave days earned and accrued after January 1, 1998;
- (c) Sick leave days earned and accrued between January 1, 1984 and December 31, 1997.

Section 6. Upon termination of employment for any reason, an employee or employee's estate is entitled to be paid for one-half of the unused sick leave which has accrued between January 1, 1984 and December 31, 1997.

Section 7. In addition to the regular sick leave governed by (12.1) through (12.6) above, each employee covered by this Agreement is eligible for an extended sick leave benefit (ESLB) not to exceed twenty work days during a fiscal year (July 1-June 30). Part-time employees and employees hired during a fiscal year, who have completed their probationary periods, will be

eligible for a prorated portion of the 20 day benefit. This benefit will apply to documented major illnesses or injuries of the employee only. An employee seeking to use the ESLB must supply acceptable medical evidence of such illness or injury requiring absence from work, including the inclusive dates of anticipated absence, as well as properly completed absence-with-pay request forms. Each such request shall be subject to the approval of the employee's department and Human Resources.

The ESLB will be available for use beginning on the sixth consecutive work day of absence caused by such major illness or injury. The first five days of absence must be accounted for by accrued regular sick leave, accrued vacation, or absence without pay. Vacation and regular sick leave will continue to accrue during the use of the ESLB. If an employee returns to work before exhausting the ESLB, the unused portion of the twenty days will be available for use for a second major illness or injury in that fiscal year, again beginning on the sixth consecutive day of absence. ESLB may not be carried over from one fiscal year into the next. If an absence covered by the ESLB extends from one fiscal year into another, the employee must return to work before becoming eligible for an additional 20 days ESLB in the second fiscal year.

Section 8. The Employer reserves the right to require an employee to undergo medical examination, at the Employer's cost, for the purpose of ascertaining if the employee is physically and/or mentally fit to perform the duties of his position.

Section 9. Upon request, an eligible employee shall be granted, without loss of pay, bereavement leave of up to three work days. Such leave may be used to attend the funeral or memorial service, for related travel and/or for bereavement time upon the death of a member of the immediate family or household. For these purposes, the immediate family is defined as spouse, domestic partner, child, parent, brother, sister, grandparent, grandchild, and corresponding in-laws, and the immediate family of the domestic partner, as defined above. Household includes anyone maintaining a family relationship living in an employee's home. One work day shall be granted upon request, without loss of pay, due to the death of a relative outside the immediate family or household or to serve as a pallbearer at a funeral. For these purposes, a relative is defined as aunts, uncles, nieces, nephews, and cousins, and corresponding in-laws.

Section 10. Employees called for jury duty or subpoenaed by any legislative, judicial, or administrative tribunal will be granted a leave with pay. During the period the employee is actually serving on a jury or is required by a court or other tribunal to be present as a witness, the employee will continue to receive his/her normal compensation. At other times when the court or other tribunal is not in session, the employee is expected to be at work. Employees who are required to appear in court as defendants or plaintiffs in civil or criminal actions do not qualify for this type of leave.

Section 11. Military Leave:

A leave of absence with pay will be granted for the fulfillment of an employee's annual military obligation in any component of the armed forces of the United States. Compensation for such leave will be computed at the employee's normal rate of pay, not to exceed ten working days per fiscal year. When an employee is activated in any component of the armed forces of the United

States because of civil disturbance, disaster, or other local emergency, the employee may be compensated for this duty in addition to the annual military obligation. The cumulative maximum of such leaves, described above, shall not exceed 20 working days per fiscal year.

A member of the National Guard (or other state military component) who is called to temporary active duty in case of civil disturbance or natural disaster declared to be an emergency by the Governor may receive a combined wage from the University and the military equal to, but not exceeding, the employee's straight time daily rate for work days absent. If the daily rate received for temporary active duty exceeds the daily rate of the employee from the University, the employee may elect to accept the higher rate in which instance the employee shall receive no compensation from the University. Time used for temporary active duty shall not be deducted from the time allowed for regular military training periods in accordance with the preceding paragraph.

Employee compensation during leaves for specialized or advanced military training or during interruptions of university employment for active military service will be governed by applicable state and/or federal laws. Employees, after performing military service, are entitled to continued employment or reinstatement and to those other rights and benefits protected by state and/or federal law. Upon their return, employees will receive the same salaries they received when the leave became effective plus the average percentage increases made in their units during their absence.

Section 12. In the event of consolidation or suspension all employees affected shall receive at least 30 calendar days notice prior to such action.

Section 13. When the force of regular situation holders is reduced any employee who does not remain as an extra shall receive at least two weeks notice prior to such action.

Section 14. It is understood the employees covered by this agreement are subject to the by-laws, statutes and regulations of the Board of Trustees created pursuant to the laws of the State of Illinois in effect prior to the effective date of this agreement.

ARTICLE XIV

Uniforms

The present practice established by the University for the furnishing and use of uniforms will be continued.

ARTICLE XV

Health Insurance

During the term of this Agreement, health and life insurance benefits shall be provided to all eligible employees covered by this Agreement in accordance with the Illinois State Employees Group Insurance Act of 1971, (5 ILCS 375-1), as amended from time to time. The parties agree to accept the terms and conditions of life and health insurance benefits, including costs to unit employees required for participation in the plan administered by the Department of Central

Management Services. Nothing herein shall preclude the University Joint Benefits committee from reviewing benefits and making advisory recommendations.

In addition to the foregoing, eligible employees may apply for benefits offered by Southern Illinois University Carbondale under the Domestic Partner Policy.

ARTICLE XVI Tuition Waiver

Employees covered by this Agreement shall be eligible for all tuition waiver related benefits granted to Civil Service range employees in accordance with provisions set forth in SIU Board of Trustees 4 Policies A.6, Policies A.6.a., and Policies A.6.f.

In addition to the foregoing, eligible employees may apply for benefits offered by Southern Illinois University Carbondale under the Domestic Partner Policy.

ARTICLE XVII Apprentices

Section 1. Apprentices may be employed in the ratio of one to every 2 journeymen regularly employed until 1 apprentice has been employed, then the ratio shall be one to every 5 additional journeymen regularly employed. No office will be permitted more than 3 apprentices.

Section 2. A Joint Apprenticeship Committee composed of an equal number of representatives of the Union and Employers shall be selected by the parties to this agreement. All provisions of this agreement affecting apprentices shall be under the jurisdiction of this committee which shall have control of and be responsible for the selection of apprentices and shall be vested with full power and authority to enforce all conditions outlined herein.

Section 3. The Joint Apprenticeship Committee shall establish a training program for apprentices. The committee shall follow the approved standards outlined by the "Bureau of Apprenticeship and Training" that comply with the code of federal regulations (CFR2929).

Section 4. No new apprentices will be permitted to replace those who enlist in or are called for service in the military services of the United States or the Dominion of Canada (or their allies) in time of war or for the duration of any period of said countries. No new apprentices will be permitted to replace those drafted in the military or naval services of the United States or Canada. Upon again reporting for duty the situations and standing formerly held by these apprentices shall be restored to them.

ARTICLE XVIII Wages

Section 1. 7.5 hours shall constitute a day's work; five days shall constitute a week's work.

Section 2. Day shifts shall begin and end between 7 A.M. and 6 P.M. Any shift not beginning and ending between 7 A.M. and 6 P.M. shall constitute a night shift.

Section 3. The rates for employees covered by this agreement shall be as follows:

Typesetter II probationary rate:	\$14.03
Typesetter II after probation:	\$14.74
Typesetter III:	\$23.09
Illustrator	\$23.09
Compositor	\$23.09

Section 4. Effective October 1, 2005, employees covered by this agreement shall receive a wage increase equal to the amount appropriated for wages generally and the amount reallocated by the Employer for increases for Civil Service range employees.

Section 5. Effective October 1, 2006, employees covered by this agreement shall receive a wage increase equal to the amount appropriated for wages generally and the amount reallocated by the Employer for increases for Civil Service range employees.

Section 6. Effective October 1, 2007, journeymen employees covered by this agreement shall receive a wage increase equal to the amount appropriated for wages generally and the amount reallocated by the Employer for increases for Civil Service range employees.

Section 7. Foreman shall receive not less than \$0.50 per hour above the journeyman's hourly rate of pay.

Section 8. The minimum scale for apprentices shall be not less than that provided for by civil law.

ARTICLE XIX

Complete Agreement

Section 1. The parties acknowledge that during the negotiations which resulted in this agreement, each had the right and opportunity to make demands and proposals regarding any subject or matter not prohibited by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties are set forth in this agreement. Therefore, each party, for the duration of this agreement waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to in this agreement, except that the Union retains the right to effect bargaining and the University shall have the right to temporarily implement management decisions pending final resolution of any effects of bargaining which may be timely requested by the Union.

Section 2. It is agreed that the only parties to this agreement are the Employer and the Union. It is further agreed that the approval of this agreement by the Printing, Publishing and Media Workers Sector as complying with its laws does not make it a party hereto.

**BOARD OF TRUSTEES OF
SOUTHERN ILLINOIS UNIVERSITY**

**MURPHYSBORO TYPOGRAPHICAL
UNION NO. 217**

James Walker by

James E. Walker 12/10/04
James E. Walker, President
Southern Illinois University

Dennis James 11-1-04
Dennis James
Steward

Walter V. Wendler 12-9-04
Walter V. Wendler, Chancellor

Robert Boulton 11/1/04
Robert Boulton
President

Brent D. Patton 11/8/04
Brent D. Patton
Director of Labor and Employee Relations

APPROVAL CLAUSE

This Agreement is approved as being in compliance with the laws of the Printing, Publishing and Media Workers Sector, CWA, as limited by the Taft-Hartley Law, and the undersigned, on behalf of the Printing, Publishing and Media Workers Sector, CWA, hereby pledges, as a matter of union policy only, its full authority under its laws to the fulfillment thereof without becoming a party thereto and without assuming any liability thereunder.

President--Printing, Publishing
and Media Workers Sector, CWA