



Resolution No. 26-03

*Approval of Memorandum of Agreement with
Operating Engineers, AFL-CIO, Local #399*

WHEREAS, The Board of Trustees of Governors State University (the “Board” and “University,” respectively) was created on January 1, 1996, by Public Act 89-4 to operate, manage, control, and maintain the University in accordance with the rights, powers, and duties vested by law in the Board;

WHEREAS, The Board is comprised of eight members, seven of whom are appointed by the Governor of Illinois with the advice and consent of the Senate, and one of whom is a University student selected by student peers;

WHEREAS, The University’s building engineers are organized and represented by Operating Engineers, AFL-CIO, Local #399 (“Local #399”), a labor union;

WHEREAS, The University proposes extending that Collective Bargaining Agreement by and between the University and Local #399, which expired as of June 30, 2025, for a term of one year, with the following modification to Article 14, Section 5(A), which is reflected in the Memorandum of Understanding (“MOU”) attached hereto as Exhibit A:

Effective July 1, 2025, all bargaining unit employees shall receive a two percent (2%) increase. If the University enrolls a net two hundred (200) additional full-time students (defined as taking 12 or more credit hours per semester) in Fall 2025 relative to Fall 2024, which will be determined after Fall 2025 census data, each bargaining unit employee shall receive an additional 1.0% salary increase to their then-salary as of June 30, 2025 retroactive to July 1, 2025.

WHEREAS, The MOU is subject to ratification by Local #399 and will be void if not ratified by Local #399 by October 1, 2025;

WHEREAS, President Ester recommends approval of the MOU as presented; and

WHEREAS, The Board believes the MOU has been reached in arms' length negotiations and is in the best interests of the University.

Now, therefore, it is:


Resolved, that the Board approves the MOU, which is subject to Local #399 approval by October 1, 2025 and which will be void absent such timely approval.

Resolved, that the Board directs the Chair to execute the MOU on behalf of the University.

Resolved, that the Board directs the University to take all reasonable and necessary steps to otherwise effectuate this Resolution.

Approved this 18th Day of August 2025


James Kvedaras
Chair


Karen Nunn
Secretary