

IN WITNESS WHEREOF, the Parties hereto have hereunto affixed their hands
on this 25th day of June, 2008.

SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL
NO. 73, S.E.I.U.-A.F.L./C.I.O. CLC

THE BOARD OF TRUSTEES OF
THE UNIVERSITY OF ILLINOIS

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Vice Chancellor for
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Chief Negotiator
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Thomas H. Kiley, Jr.
DIRECTOR, LABOR & EMPLOYEE RELATIONS

Paul Stunt
ASSOCIATE VICE PRESIDENT FOR
HUMAN RESOURCES

APPROVED AS TO LEGAL FORMS:

Margaret F. Houlge
OFFICE OF UNIVERSITY COUNSEL