

**MEMORANDUM OF AGREEMENT**

**WHEREAS**, the County of Lake (“County”) and the International Union of Operating Engineers, Local 150 (“Local 150”) are parties to a collective bargaining agreement covering certain Facilities Operations Department (“FOD”) employees with a term effective December 1, 2014 to November 30, 2019 (“CBA”);

**WHEREAS** the parties reached an agreement to extend the collective agreement for an additional three (3) years ending on November 30, 2022 in exchange for the other considerations referenced herein.

**WHEREAS**, in conjunction with the contract extension, in light of the County’s fiscal situation and the fact that the County Board had determined that three paid County holidays would be converted to unpaid holidays for all non-represented employees of the County for fiscal year 2021, Local 150 agreed to forfeit 24 hours of holiday pay during fiscal year 2021.

**WHEREAS**, after the parties reached an Agreement, the County Board reversed its decision on the holidays and restored the time/pay that had already been forfeited.

**NOW, THEREFORE**, the parties agree as follows:

1. The Local 150 represented employees will not be required to forfeit the 24 hours of holiday time in fiscal year 2021 that it had previously agreed to forfeit.
  
2. The County will pay the Local 150 employees for the holiday pay already forfeited.

AGREED this \_\_ day of \_\_\_\_\_, 2020:

\_\_\_\_\_  
County of Lake

\_\_\_\_\_  
IUOE Local 150

