



Human Resources and Risk Management

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**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE LAKE COUNTY BOARD
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 150-PUBLIC WORKS**

The Public Works Department has implemented a Dryer Operation program to more effectively process sewage/waste water. The equipment necessary to perform work related to the dryer program, requires operations to begin prior to and end after the normal hours of work as specified in the Collective Bargaining Agreement, Hours of Work and Overtime, Article 8 Section 1(B):

The normal hours for bargaining unit employees are 7:00 am to 3:30 pm, Monday through Friday.

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The parties agree that:

- Employees who are assigned to operate the dryer and start work ~~between 5:00 a.m. and 7:00 a.m.~~ at 7:00 a.m. shall receive a dryer premium of \$1.00 per hour for ~~all time worked between 5:00 a.m. and 7:00 a.m.~~ their entire shift.
- Employees who are assigned to operate the dryer and end work ~~between 3:00 p.m. and 5:00 p.m.~~ at 5:00 p.m. shall receive a dryer premium of \$1.00 per hour for their entire shift. ~~all time worked between 3:00 p.m. and 5:00 p.m.~~
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- The \$1.00 per hour dryer premium shall be included in the overtime premium calculation, in the event employees assigned to operate the dryer perform such work in excess of eight (8) hours in a day (which may require starting work before

Commented [FKD1]: In addition to or is the employee already scheduled to work overtime and therefore wouldn't be receiving the \$1 per hour but regular overtime under the contract?

5:00 a.m. and ending work after 5:00 p.m.).

- In the event employees assigned to dryer operations are required to work different shifts than those specified in this MOU, the parties shall meet and negotiate any mandatory subjects of bargaining.
- The Public Works Department will provide reasonable advanced notice to the union in the event of a shift change.

Agreeing to enter into this MOU or agreeing to the specific terms of this MOU ~~Nothing is this agreement~~ shall not be precedent setting, shall not be considered evidence of past practice, shall not waive any rights of either party pursuant to the CBA currently in effect, or be used in the future as evidence of either parties' interpretation/definition of normal hours of work as contained in Article 8 Section 1.

Agreed:

For IUOE, Local 150

For Lake County