

MEMORANDUM OF AGREEMENT

WHEREAS, the County of Lake/Sheriff of Lake County (“Employers”) and the Teamsters Local 700 (“Teamsters”) engaged in interest arbitration before an Arbitration Panel, which issued an award on August 11, 2020, that established the terms of a successor collective bargaining agreement covering correctional officers and receptionists to be effective December 1, 2016 through November 30, 2020 (“Award”);

WHEREAS, 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 2020, the Award adopted the parties’ tentative agreement on a side letter providing that the correctional officers and receptionists would also forfeit, at their discretion, 24 hours of holiday pay or compensatory time during fiscal year 2020 (or at the Employers’ discretion prior to March 1, 2021) (“Side Letter”);

WHEREAS, after the Arbitration Panel issued the Award, the County Board reversed its decision to convert three paid holidays to unpaid holidays for all non-represented employees and restored the time that had already been forfeited by such employees.

NOW, THEREFORE, the parties agree as follows:

1. The correctional officers and receptionists will not be required to forfeit any holiday pay or compensatory time under the Side Letter.
2. No later than November 13, 2020, the County will restore to the correctional officers and receptionists any and all holiday pay or compensatory time (whichever is applicable) that has already been forfeited.

AGREED this ___ day of _____, 2020:

Employers

Teamsters Local 700