



Lake County Illinois

Legislation Details (With Text)

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Title:	Resolution authorizing the Chairman of the Board to execute an amendment to the Collective Bargaining Agreement, that expires on March 30, 2012, with the International Union of Operating Engineers Local 150 as the exclusive representative of the Laborers and Skill Trades employees of the Lake County Department of Transportation.				
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Date	Ver.	Action By	Action	Result
12/8/2009	1	Lake County Board	adopted	Pass
12/2/2009	1	Financial & Administrative Committee	recommended for adoption to the regular agenda	Pass

Resolution authorizing the Chairman of the Board to execute an amendment to the Collective Bargaining Agreement, that expires on March 30, 2012, with the International Union of Operating Engineers Local 150 as the exclusive representative of the Laborers and Skill Trades employees of the Lake County Department of Transportation.

- The effective date of the 3.50% April 1, 2010 will change to December 1, 2010 and; there will be no economic lay-offs during the 2010 fiscal year.
- Employees will receive the contract rate as originally negotiated, effective April 1, 2011, but shall be required to take six (6) unpaid furlough days in fiscal year 2011 and; there will be no economic lay-offs during this fiscal year unless the CPI falls below 2% or revenue growth is less than 2%.

WHEREAS, the International Union of Operating Engineers Local 150 has been recognized as the sole and exclusive bargaining agent for the Laborers and Skill Trades employees of the Lake County Department of Transportation; and

WHEREAS, an amendment to the Collective Bargaining Agreement, expiring on March 30, 2012, has been negotiated with the International Union of Operating Engineers Local 150, as the exclusive representative of the Laborers and Skill Trades employees of the Lake County Department of Transportation; and

WHEREAS, the amendment postpones the April, 1, 2010 general wage increase to December 1, 2010 and provides for the use of unpaid furlough days in fiscal year 2011; and

WHEREAS, your Financial and Administrative Committee has reviewed and approved said amendment.

NOW, THEREFORE, BE IT RESOLVED, by this the County Board of Lake County, that the Chairman of the Board is hereby authorized to sign the amendment to the Collective Bargaining Agreement attached hereto and made a part of this Resolution.

BE IT FURTHER RESOLVED, that this amendment shall be effective from December 1, 2009 through March 30, 2012.

DATED, at Waukegan, Lake County, Illinois this 8th day of December, A.D., 2009.

AMENDMENT

TO THE COLLECTIVE BARGAINING AGREEMENT

EXPIRING MARCH 31, 2012

BETWEEN THE LAKE COUNTY BOARD AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150

Due to the current economic conditions of the nation as a whole, including the local economy and Lake County government's financial situation the parties agree that the effective dates of the April 1, 2010 (3.5%) general wage increase, contained in Appendix B of the collective bargaining agreement expiring on March 31, 2012, will be changed to December 1, 2010. The County further agrees that:

1. There will be no layoffs for economic reasons during the 2010 fiscal year.
2. There will be no layoffs for economic reasons during the 2011 fiscal year unless, the following financial conditions exist:

Revenue growth for sales tax, state shared taxes, recording fees and traffic cost is less than 2%.

OR

CPI as used for property tax increase (published in January of 2010) falls below 2%

3. The increase originally scheduled for April 1, 2010 shall not be changed if employees in other departments that report to the County Administrator (excludes departments supervised by elected officials) are not affected in an equivalent manner in the 2010 fiscal year (such as layoffs and other budget cuts that directly affect employment status and compensation). If the aforesaid groups receive a December 1, 2009 general or merit increase the County will provide information to the Union, within a reasonable amount of time, illustrating that an equivalent budget cut was or will be implemented. Any disputes regarding equivalency shall be subject to grievance arbitration.
4. Article 7 Section 1 of the CBA shall be amended to "...provided that in the reasonable judgment of the County Engineer they can perform the duties of the position ~~and further provided that they have previously held such position.~~"

5. Employees covered by the CBA shall receive no pay (benefit time may not be used) on the following fixed holidays between April 1, 2011 and October 1, 2011:

<u>Holiday</u>	<u>Month Observed</u>
Memorial Day	May
Independence Day	July
Labor Day	September

6. Employees covered by the CBA shall be required to take three (3) furlough days off without pay between April 15, 2011 and November 15, 2011 (benefit time may not be used). The Department of Transportation (DOT) will work with employees to schedule this time on mutually convenient days but, if an agreement cannot be reached the DOT will have the discretion to schedule the days off unilaterally. The furlough days will be scheduled between February 1, 2011 and March 30, 2011 for the aforesated period. Normal vacation procedures shall apply to determine the days to be taken off in cases where a operations may be disrupted as a result of the number of request on a particular.

This amendment shall replace any provisions in the collective bargaining agreement that refers to an April 1, 2010 general wage increase and shall serve as the bases for calculating benefit time and all other pay (i.e. overtime, stand-by increase and the like).

Agreed:

For IUOE, Local 150

For Lake County