

## **MEMORANDUM OF UNDERSTANDING - UNIFORMS**

This Memorandum of Understanding (the "Agreement") is entered into by and between the Village of Orland Park (the "Village"), and AFSCME Council 31, Local 368 (the "Union").

WHEREAS, the Village and the Union are currently parties to a collective bargaining agreement which is effective from May 1, 2019 through April 30, 2026 (the "Contract"); and

WHEREAS, the Contract contains Section 17.1, entitled "Uniforms and Protective Clothing" which provides in its entirety:

The employees agree to wear, and the Employer shall continue to provide, uniforms and protective clothing deemed necessary in the sole opinion of the Village to employees working at the Village Police Department and in the following job classifications: Maintenance Electrician, Water Meter Technician, Water Plant Operator, Maintenance Worker I, II and III, Mechanic II and Bus Driver.

WHEREAS, the Union desires to have input into the selection of uniform items, and the Village agrees to allow such input subject to the provisions of Section 17.1 quoted above; and

WHEREAS, the Village and the Union have met and discussed the issues relating to uniforms and protective clothing and have agreed to move forward collaboratively with respect to the selection of uniform items, in accordance with the terms set forth herein;

NOW THEREFORE, in consideration of the mutual promises and benefits exchanged herein, the sufficiency of which is acknowledged, the Village and the Union agree as follows:

1. The Whereas clauses set forth above are incorporated herein as substantive provisions of this Agreement.

2. The Village will form a working committee made up of an equal number of management and Union personnel. Both the Public Works Department and the Recreation & Parks Department shall have members on the committee. The committee shall discuss available uniform options and make recommendations to the Public Works and Recreation & Parks Directors. The committee shall consider all relevant factors including without limitation cost, quality, and comfort, with the overriding factors being the safety and uniformity of the employees within each department wearing the uniform and the effectiveness of the uniform item for its intended purpose.

3. The Public Works and Recreation & Parks Director shall give due consideration to the recommendations of the committee for their respective departments. The Public Works and Recreation & Parks Directors shall decide which uniform items to obtain and provide in accordance with Section 17.1 of the Contract, quoted above. Decisions of the Public Works and Recreation & Parks Directors pursuant to this Agreement shall not be subject to the grievance procedure of the Contract.

4. All provisions of the Contract shall remain in full force and effect and shall not be affected by this Agreement.

**VILLAGE OF ORLAND PARK**

**AFSCME COUNCIL 31**

By: \_\_\_\_\_

Date: \_\_\_\_\_

By: \_\_\_\_\_

Date: \_\_\_\_\_