

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

THIS AMENDMENT to the collective bargaining agreement between the VILLAGE OF ORLAND PARK ("VILLAGE") and LOCAL 399 OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS ("IUOE LOCAL 399") is entered into this \_\_\_ day of November 2009:

WHEREAS, the VILLAGE has experienced a dramatic decline in revenue and has calculated a shortfall of approximately \$1.3 million in its operating budget for fiscal year 2010;

WHEREAS, other public and private sector employers have been experiencing financial difficulties calling for dramatic measures including modifications of collective bargaining agreements covering their employees;

WHEREAS, the VILLAGE and IUOE LOCAL 399 desire to maintain the highest level of governmental services to the citizens and residents of the VILLAGE while preserving employment opportunities to members of IUOE LOCAL 399 to the maximum extent possible thereby enabling families to maintain health and other employment benefits;

THEREFORE, the VILLAGE and IUOE LOCAL 399 agree in this Amendment as follows:

1. Each employee in the bargaining unit represented by IUOE LOCAL 399 agrees either (a) to accept five (5) unpaid furlough days in lieu of five (5) paid working days in 2010 on dates determined by the VILLAGE or (b) to purchase six (6) additional vacation days for use in 2010 on dates approved by the VILLAGE.

If an employee chooses to purchase six (6) vacation days, the value of these vacation days will be calculated by taking the employee's hourly rate of pay and multiplying that amount by forty-eight (48) hours. This value will then be divided into twenty-six (26) pay periods and will be deducted from the employee's bi-weekly paycheck on a pre-tax basis for the twenty-six (26) pay periods within calendar year 2010. Purchasing vacation days affects the employee's net take-home pay but does not affect the salary reflected on the employee's W2 nor does it reduce the employee's salary for the purpose of calculating future pension benefits.

If an employee chooses the five (5) furlough days, the employee's gross pay will be reduced for the pay periods during which the furlough days occur. Choosing the furlough day option will affect the employee's take home pay for the pay period in which the furlough days are taken and will also affect the salary amount reflected on the employee's W2 and reduce the employee's salary for the purpose of calculating future pension benefits.

2. Each employee in the bargaining unit represented by IUOE LOCAL 399 shall not receive the hourly rate increase originally scheduled for May 1, 2010 until January 1, 2011.

3. The VILLAGE agrees not to lay off any employee in the bargaining unit represented by IUOE LOCAL 399 from the date of the execution of this Amendment to and including December 31, 2010.

4. The VILLAGE agrees to make all reasonable efforts to obtain substantial cost cuts from all other bargaining units and non-represented employees of the VILLAGE.

5. The VILLAGE and IUOE LOCAL 399 agree that this Amendment is unique and further agree that it shall not have any precedential value in future negotiations between the VILLAGE and IUOE LOCAL 399.

VILLAGE OF ORLAND PARK

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

Its: \_\_\_\_\_

LOCAL 399 OF THE INTERNATIONAL UNION OF OPERATING ENGINEERS

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

Its: \_\_\_\_\_

T.A.  
AMJ  
11-24-09

T.A.  
PG  
11/24/09