

**IUOE Local 399
Village of Orland Park**

Village Counter-Offer to IUOE 12/3/19 Proposal

March 3, 2020

1. Article II Union Security and Rights
 - a. Replace Section 2.1 (see attached).
 - b. Delete Section 2.2.
 - c. Delete Section 2.3.

Village Agrees.

2. Article VIII Seniority
 - a. Section 8.1; Seniority to be defined as length of continuous service in the bargaining unit as a full-time employee...

Village Agrees.

3. Article IX Sick Leave
 - a. Update policy to comply with The Employee Sick Leave Act. **Village Agrees.**
 - ~~b. Sections 9.8 and 9.9; all employees who voluntarily leave employment with the Village are entitled to payment of sick time in excess of 400 hours. **Village Rejects.**~~ **IUOE WITHDRAWS**

4. Article XII Wages
 - a. See attached. **Village Rejects. See new proposal attached.**
 - b. Shift differential
 - i. To be paid for all hours worked on shift that is scheduled to end after 5:00pm. **Village Agrees.**
 - c. Accounts Payable Coordinator moved to same pay grade as Purchasing Coordinator. **Villages Accepts on the condition the salary ranges listed in the Village's Wage Proposal are accepted.**

5. Article XX Insurance
 - a. Village to pay an amount not to exceed the following monthly (annual) contribution to the Local 399 H&W Fund on behalf of each member; **Village Rejects; counters with 4% increase based off of actual vs contract rates: IUOE AGREES**
 - i. May 1, 2019; \$1,109.00 month (\$13,308.00 year) (No change)
 - ii. May 1, 2020; \$1,153.00 month (\$13,836.00 year)
 - iii. May 1, 2021; \$1,199.00 month (\$14,388.00 year)
 - iv. May 1, 2022; \$1,247.00 month (\$14,964.00 year)
 - b. Healthcare Equalizer
 - i. ~~\$2,800.00~~ paid first pay period of each year. **Village Rejects. Counters \$2,700.00 IUOE AGREES.**

- ii. New hires paid a pro-rated amount for each quarter worked.
- iii. ~~Continue quarterly payments for 2019.~~

- 6. Article XXIII Short Term Disability; disability payments for a period of 52 weeks.

Village Rejects. IUOE WITHDRAWS

- 7. Article XXVI Termination

- a. The Agreement shall remain in effect from May 1, 2019 through April 30, 2024. ~~IUOE WILL CONSIDER~~ AGREES 

- 8. In the event the negotiations are not completed by May 1, 2019 the Village will continue to pay the Longevity Payments, Police Department Uniform Allowance and the quarterly Health Care Equalizer payments.

Village Agrees.

- 9. Discussion Topics

- a. Posting of all Village job vacancies. **Posted.**
- b. Application of Section 11.1 in regard to part-time employees. **Continue discussion. Looking for consistency**
- c. Vacation purchase in Police Department. **Village did not offer in 2020.**

Village Proposals

- 1. Wages

- a. **Reject IUOE Counter from 12/3/19, and 2/20/20. See attached.**

- 2. Drug Policy

- a. **The Village will present its new Drug Policy on for comment from IUOE.**

Village Counter to 12/3/19 IUOE Wage Proposal

a. **Step Increases for Existing Employees.** Employees hired into a bargaining unit position before January 1, 2020 ("Existing Employees") shall continue to receive step increases. Once the maximum step is reached, then the employee(s) shall only receive the negotiated annual wage percentage increase as listed below in sections (c)(i)-(c)(iv).

~~VILLAGE COUNTER TO 2/20/20 IUOE offer: Additional .5% for those in steps. Current bargaining unit employee taking new position within unit would still be grandfathered into steps.~~ *Remove*

IUOE AGREES

b. **Salary Structure for New Employees.** Employees newly hired or promoted into a bargaining unit position after January 1, 2020 ("New Employees") shall not receive step increases, but shall receive the annual wage percentage increases listed in sections (c)(i)-(c)(iv) below for the corresponding year. Base salary ranges are as follows:

<u>Title</u>	<u>VOP Comp Study Min</u>	<u>VOP Comp Study Max</u>
Accountant	\$57,000.00	\$79,800.00
Payroll Administrator	\$57,000.00	\$79,800.00
Administrative Coordinator	\$57,000.00	\$79,800.00
Senior Secretary	\$50,948.00	\$68,780.00
Secretary II	\$50,948.00	\$68,780.00
Senior Services Representative (all including DS)	\$50,948.00	\$68,780.00
Accounts Payable Coordinator	\$47,615.00	\$64,280.00
Purchasing Coordinator	\$47,615.00	\$64,280.00
Account Technician II	\$44,500.00	\$60,075.00
Services Representative (all including DS)	\$44,500.00	\$60,075.00
Receptionist	\$44,500.00	\$60,075.00

The minimum and maximum base will increase each year beginning in 2020 by the annual wage percentage increase.

* Modify 12.2 to include "salary ranges" *MM*

c. **Annual Wage Increases.** New Employees and qualifying Existing Employees, as outlined in section a, will receive the following annual increase to wages:

- a) May 1, 2019 – 1.5%
- b) May 1, 2020 – 1.5%
- c) May 1, 2021 – 1.5%
- d) May 1, 2022 – 1.5%
- e) May 1, 2023 – 1.5%

d. **Additional Annual Wage Increases.** New and qualifying Existing Employees will receive the following additional annual increase to wages in consideration for concessions to the form of removal of steps:

- a) May 1, 2019 – .75%
- b) May 1, 2020 – .75%
- c) May 1, 2021 – .5%
- d) May 1, 2022 – .5%
- e) May 1, 2023 – .5%

*******Understanding that the combined totals will be as follows, but will be phrased within the contract as above in Sections c and d.**

- a) May 1, 2019 – 2.25%
- b) May 1, 2020 – 2.25%
- c) May 1, 2021 – 2.0%
- d) May 1, 2022 – 2.0%
- e) May 1, 2023 – 2.0%

OTHER ITEMS:

Villages rejects IUOE's renewed proposal of longevity.

The Village reserves the right to add, delete and/or modify contract proposals. All contract language and provisions not changed by agreement during these negotiations are to remain as written in the previous agreement.

TA Signed:


Mike Masterson
1005 Local 39
3/3/20 @ 3:30