



Legislation Details (With Text)

**File #:** 2021-0775    **Version:** 0    **Name:** Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

**Type:** MOTION    **Status:** PASSED

**File created:** 10/14/2021    **In control:** Board of Trustees

**On agenda:** 10/18/2021    **Final action:** 10/18/2021

**Title:** Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

**Code sections:**

**Attachments:** 1. AFSCME ratified 5.1.19 to 4.30.26, 2. Signed Agreement

| Date       | Ver. | Action By         | Action              | Result |
|------------|------|-------------------|---------------------|--------|
| 10/18/2021 | 0    | Board of Trustees |                     |        |
| 10/14/2021 | 0    | Village Manager   | INTRODUCED TO BOARD |        |

**Title**

Ratification of Collective Bargaining Agreement between the Village of Orland Park and AFSCME

**History**

A tentative agreement was recently reached with AFSCME, AFL-CIO COUNCIL 31 on behalf of Affiliated Local 368, and ratified by the union membership. This new agreement is for seven (7) years and the term of the agreement is May 1, 2019 to April 30, 2026. AFSCME represents approximately 70 employees in the Public Works, Recreation and Parks Departments, as well as the Police Department TCOs (dispatchers).

Some important components of the tentative agreement that modify the previous agreement:

Wages and Insurance:

AFSCME unit members will move to the same level of insurance contributions as non-bargaining unit members by the end of the contract. The increase in contributions occurs incrementally. In addition, the unit has moved to percentage-based contributions rather than set dollar amount contributions.

For the first year of the contract (5/1/2019), bargaining unit members will receive a 2.25% increase retroactively, for 2020 and 2021 bargaining unit members will receive a 2.5% increase retroactively.

Bargaining unit members that have already moved off steps or reach the top step as of May 1, 2022 will transition to the merit-based performance plan. Bargaining unit members hired after October 18, 2021 will be placed within the applicable salary range and will be on the merit-based performance plan. The plan minimum is a 1% increase and the plan maximum is a 3% increase. Minimum and maximum salary ranges for job

positions have been established with the minimum range increasing by at least 1% and the maximum increasing by 3% or the CPI-U, whichever is less. Employees at the top of the range who earn an increase which results in them exceeding the top of the range will be awarded a lump sum bonus for the amount over the top of their pay range.

Bargaining unit members that are currently in step plan as of October 18, 2021, will continue to progress through the step plan until they reach the top step or are promoted. Once a member reaches the top step or is promoted, they will transition to the merit-based performance plan described above.

For 2022, 2023, 2024, and 2025, the wages on the step plan will increase in the same way that the top of range for merit pay increases - a maximum of 3% or in accordance with the CPI-U, whichever is less.

#### Straight 8's:

Bargaining unit members in the Public Works Department will continue to utilize the "Straight 8" work schedule that was previously introduced as a pilot program. With the "Straight 8" program, employees work a full eight-hour duration with a 30-minute paid lunch period, but forego their paid morning and afternoon paid break period to reduce their overall day length. The "Straight" 8 schedule is not applicable to the Police Department Telecommunicators in the AFSCME bargaining unit.

#### Short-term Disability:

Short-term disability is decreased to 26 weeks for all employees (employees were previously eligible for 52 weeks of short-term disability).

#### Electronic Recognition Systems:

Management can install electronic recognition systems, including dual facing dash cameras in Village vehicles, for operational and programmatic purposes, including improving health, safety, and efficiency.

### **Financial Impact**

Costs for this bargaining agreement are factored in Village's annual operating budget.

#### Recommended Action/Motion

I move to approve ratification of the collective bargaining agreement for the period May 1, 2019 to April 30, 2026 between the Village of Orland Park and AFSCME, AFL-CIO COUNCIL 31 on behalf of Affiliated Local 368;

And,

To authorize execution of said agreement by the Village Manager.