



Legislation Text

File #: 2020-0306, **Version:** 0

Title

Collective Bargaining Agreement Between the Village of Orland Park and the International Union of Operating Engineers (IUOE), Local 399

History

A new collective bargaining agreement with the International Union of Operating Engineers (IUOE), Local 399, and the Village of Orland Park is attached for approval. The terms of the tentative agreement have been incorporated in the new agreement and are outlined on the attached. This new agreement is for five years, and the term of the agreement is May 1, 2019, - April 30, 2024. The agreement has been ratified by IUOE.

The parties agreed to eliminate step increases for new employees hired after January 1, 2020, and adopted open salary ranges for those new hires. Parties agreed to maintain steps for existing employees. Parties agreed that existing employees currently in steps will continue to receive step increases on their anniversary date, assuming satisfactory performance, and these employees will not receive the annual increase until the year after reaching step seven (7). Existing employees who are not in steps will receive the annual increase. Parties also agreed to a four (4) percent annual increase to the IUOE Health and Welfare employer premium, this is a 1% decrease from the prior year's agreement terms.

The parties agreed to annual wage increases for existing employees, not in steps and new employees of 1.5% May 1 of each year May 1, 2019, - May 1, 2023. In addition, parties agreed to an additional annual wage increase in consideration for concessions to the removal of steps as follows, May 1, 2019 and 2020, .75%; May 1, 2021, 2022, and 2023, .5%.

Financial Impact

The agreement allows us to maintain an overall total compensation increase of 3% per year which is in line with the assumptions utilized in the long term financial forecast.

Recommended Action/Motion

I move to approve the collective bargaining agreement between the Village of Orland Park and the International Union of Operating Engineers, Local 399;

And,

Authorize the Village Manager to execute said agreement.