

AGREEMENT

COUNTY OF VERMILION COUNTY BOARD, AUDITOR, CORONER, COUNTY

CLERK,

RECORDER, TREASURER, STATE'S ATTORNEY, AND SUPERVISOR OF

ASSESSMENT

AND

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL #21

EFFECTIVE AUGUST 17, 2022 THROUGH NOVEMBER 30, 2025

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AGREEMENT

This AGREEMENT is entered into this 17th day of August, 2022, by and between the County Board, Auditor, Coroner, County Clerk, Recorder, Treasurer, State's Attorney, and Supervisor of Assessments of the County of Vermilion, hereinafter referred to jointly and collectively as the "Employer" and the International Brotherhood of Electrical Workers, Local #21, AFL-CIO, hereinafter referred to as the "Union".

Inasmuch as the parties desire to establish and to set forth in writing the terms and conditions under which the Employees shall work during the term of this Agreement to secure harmonious cooperation in the relations between the Parties, and to provide means for the peaceful settlement of disputes, it is agreed as follows:

ARTICLE 1
RECOGNITION

1.01 The Employer recognizes the Union as the exclusive representative of employees in the bargaining unit set forth in the Amended Certification of the Illinois State Labor Relations Board in Case Number S-RC-16, incorporated by reference herein, for purposes of collective bargaining with respect to rates of pay, hours of employment, and other terms and conditions of employment.

1.02 In the event that any new or different classifications of employees not listed above as being within the bargaining unit of this Agreement, or, in the event that the duties and responsibilities of any of the classifications listed above are changed, and, the Parties are unable within a brief and reasonable period of time to determine whether it is appropriate and consistent with the Certification and with this Article 1 either to include or to exclude such classification in the bargaining unit, then the Parties shall seek a clarification of such issues from the State Labor Relations Board.

ARTICLE 2
RIGHTS RESERVED BY THE EMPLOYER

2.01 Except as limited by the express language of this Agreement, the Employer retains and reserves the sole and exclusive rights to manage and to control its properties and its operations; and to manage its business affairs; to direct its employees, including the exclusive rights to hire, to assign, to transfer, to promote, to demote, to layoff, to recall, to evaluate performance, to determine qualifications, to discipline, to discharge for just cause, to make, modify, and enforce rules and regulations, to establish and to effectuate policies and procedures, to set standards of performance, to determine the number of employees, the duties to be performed, and the hours and locations of work; to establish, change, or abolish positions, to discontinue any function; to sub-contract, to create any new service or function; to make any technological changes; to install or remove any equipment, regardless of whether any such action causes reductions or transfers in the work force, or whether such action requires an assignment of additional, or fewer, or different duties, or causes the elimination or addition of positions; to either temporarily or permanently close all or any portion of its facilities and/or relocate such facilities or any operations. Provided, that the foregoing rights may not be exercised in a manner which is in conflict with explicit provisions of this Agreement. Provided, further, that subcontracting of bargaining unit work shall not have the effect of displacing bargaining unit employees in the offices of the County Clerk, County Recorder, Auditor, State's Attorney, Supervisor of Assessments, Coroner, or County Treasurer.

The rights expressly reserved by this Article 2 are merely illustrations of and are not inclusive of all the rights retained by the Employer. Rights reserved by management may not be exercised in a manner which conflicts directly with other express and explicit provisions of this Agreement.

The rights set forth above, and any and all rights, powers, authorities, and prerogatives the Employer had before entering into this Agreement are retained and reserved by the Employer unless expressly and explicitly waived herein. The Employer reserves the right to assign to or to allow Statutory Supervisors to perform any work for the Employer.

ARTICLE 3
NO STRIKES - NO LOCKOUTS

3.01 During the term of this Agreement, there shall be no strikes, slow-downs, stoppages of work, or interference in any form with work or operations for any reason, cause, or purpose during the term of this Agreement. The Union also expressly waives, for the term of this Agreement, any right to strike over matters which are not subject to the Grievance and/or Arbitration procedures of this Agreement, including any sympathy strikes.

3.02 Any employee who engages in any strike, slow-down, stoppage of work, or interference with production or operations, including any wildcat or sympathy strike, during the term of this Agreement shall be subject to immediate discharge, and shall have no rights or recourse under this Agreement. Stewards, Committeemen, and all employees who hold any office opposition with the Union occupy a position of special trust and responsibility in maintaining and bringing about compliance with this provision. This provision shall not prevent any IBEW Local 21 Area Steward, or Chief Steward from honoring any legal picket line conducted by IBEW Local 21; provided there shall be only one union representative covered by this exception.

3.03 There shall be no lockout of the employees by the Employer during the term of this Agreement.

ARTICLE 4
DISPUTE RESOLUTION: DISCIPLINE AND DISCHARGE,
GRIEVANCE, MEDIATION, AND ARBITRATION PROCEDURE

A. DISCIPLINE AND DISCHARGE

4.01 Special work standards or rules in addition to those established by this contract may be established by the Employer in each department, or by the County in its personnel policy. However, no policy, standard or work rule(s) may conflict with the provisions of this contract. No employee may be disciplined for a violation of any policy, work rules, or standard unless the Employee and the Union have been advised in writing of such policies and rules. Such notice shall be given to any steward of the union representing the department or office instituting the work rule or policy. Any such additional policies or rules shall be in written form and be on file with the Human Resources Director.

Any discipline imposed upon any Employee shall be done in a manner that will not embarrass the Employee.

4.02 Disciplinary action by the Employer shall be taken within fifteen (15) calendar days after the Employer becomes aware of the act or omission which is the basis for the disciplinary action.

4.03 In the event Employer contemplates the dismissal for just cause of any employee, it is recommended that the Employer notify the employee and IBEW Business Manager or appointed designee of the Local Union involved and review the facts with the Business Manager and employee as soon as practicable prior to the actual dismissal. The meeting to discuss the dismissal shall be conducted with due regard for the safety of the participants of the meeting whenever either party determines the need for such security. Because the Employer may not know prior to a meeting that discharge will be the result of any discipline meeting the procedure of this section 4.03 shall not be a subject to the grievance procedure of this contract by the Union. If the employer believes it necessary for the operations of the office or reasonable safety concerns, the employee may be suspended pending a meeting with the employee and the Union. Such a suspension may be with or without pay depending on the result of any discipline imposed after review and discussion with the Union, but in no event shall be longer than three business days from notice to the Union. Within that time frame the Employer, Employee and Union shall meet to discuss a contemplated discharge. If a meeting between Employee, the Employer and the Union is not practical for any reason, the Employee and the Union will be given a written statement of just cause for the discipline. If after the meeting of the Employer, Employee and the Union, or if a meeting is not held then after submission of written notice of discipline, the Union may elect to advance the matter to the grievance procedure as may be appropriate in this Article or withdraw the grievance without setting precedent.

B. GRIEVANCE PROCEDURE

4.04 A grievance is defined as a complaint by an employee that a particular provision of this Agreement has been violated or any non-contractual disagreement between any employee and management. The grievance and arbitration procedure set forth herein, and any other such procedure shall expire, become null and void, and shall not be enforceable after the expiration date of this Agreement.

4.05 If a grievance arises, it shall be handled in the following manner:

a) Any employee having a grievance shall first discuss the matter with his immediate supervisor. If it is not settled promptly, the employee may grieve as follows:

b) The grievant or his representative must set forth in writing the facts involved and the specific provision(s) of the Agreement (if any) alleged to be violated within fifteen (15) calendar days after the employee knew or should have known of the event giving rise to the grievance. This written grievance shall be signed by the employee and/or his representative, and shall be submitted to the Employer. Within fifteen (15) calendar days after receipt of the grievance, the employer's representative shall answer the grievance in writing.

c) If the answer of the Employer or its representative is not acceptable to the Union the grievance shall be appealed to the Human Resource Director in writing no later than 14 calendar days after the Employer's answer. The Human Resource Director or his/her designee will meet with the Business Representative of the Union or his/her designee as early as practicable but within 30 days of mailing of the written appeal. The parties will mutually agree on a date and time for the meeting. A meeting at any step of the procedure may be recessed or reconvened at a later date if the Parties mutually agree. Either party may bring persons to the meeting to aid in the resolution or discussion of the grievance. The Human Resource Director will provide an answer in writing within 14 calendar days after the meeting.

d) If the answer of the Human Resource Director is not acceptable to the Department Head or Elected Official, he shall respond to the recommendation within 30 days of the answer of the Human Resource Director by either rejecting the recommendation or submitting a modified response to the grievance in response to the Human Resource Director's recommendation. If the Department Head or Elected Official has not provided a written response to the Human Resource Director's recommendation within 30 days, this shall be deemed a rejection of the recommendation and the Union may proceed in accordance with §4.05 (e). The written response by the Department Head or Elected Official shall be sent to the Union and the Human Resources Director.

e) If the recommendation of the Human Resource Director is not acceptable to the Union or if the Department Head or Elected Official's response provided pursuant to §4.05 (d) is not acceptable, the grievance (if it pertains to the alleged violation of a particular provision of this Agreement) may be submitted to Arbitration if either party submits written Notice of Intent to Arbitrate by Certified Mail within forty-five (45) calendar days after the date the Department Head or Elected Official's response or failure to respond pursuant to §4.05 (d). While Arbitration of the dispute is pending, the grievance (if it pertains to the alleged violation of a particular provision of this Agreement) will be submitted to Mediation pursuant to the below procedures upon the request of either party.

f) Failure of either party to comply with the time limits specified herein shall be construed to be an abandonment of the position taken on the grievance by the party failing to comply with said time limits. The time limits set forth in this Article may be waived only and without exception by written mutual agreement between the parties.

g) By mutual agreement of the Employer and the Employee, as represented by the Union, grievances may be filed at the appropriate advanced step. Grievances may be withdrawn at any time by agreement of the parties. If the parties agree in writing, the withdrawal of a grievance shall set no precedent for future practices or grievances.

h) The Union may request from the Employer copies of specific documents relative to the grievance under consideration. Such request shall not be denied so long as

(1) the request is made in a timely way giving the employer reasonable time to locate and copy said documents, and

(2) the request does not pertain to documents considered confidential by law or would constitute an unwarranted violation of privacy as defined under the Freedom of Information Act.

However, if concerns regarding confidentiality or privacy can be reasonably resolved by redacting documents or obtaining appropriate consents, the requested document shall be provided. If a dispute arises due to privacy or confidentiality concerns, the Department head or their delegate, the Union and the Human Resources Director or designee shall meet to resolve the dispute.

4.06 Stewards shall handle Union business, or other Union members only, while off duty, unless mutually agreed otherwise, or pursuant to the procedures set forth in Article 10 below.

C. MEDIATION PROCEDURE

4.07 If a grievance is to be submitted to Mediation, the Mediator shall either be appointed by the appropriate Federal Mediation and Conciliation Office or be selected by agreement between the Employer and the Union. When the parties fail to agree upon a Mediator within five (5) working days after agreement to mediate, the Union or the parties, jointly, shall promptly request a list of seven (7) names from the Federal Mediation and Conciliation Service. The decision to choose will be made by the party requesting mediation.

4.08 The mediation hearing shall be conducted by the Mediator, at mutually agreeable times and places, or, failing agreement of the parties, at times and places designated by the Mediator.

4.09 In conducting the hearing, the Mediator shall not be bound by rules of evidence or procedural rules, and the parties shall be allowed, subject to the governance of the Mediator, to present their respective facts and arguments as they see fit.

4.10 At the conclusion of the hearing, the Mediator may attempt to obtain a compromise between the parties, and may, in conjunction with such efforts, give the parties an advisory settlement proposal, which may advise the parties of the ruling the Mediator would expect if the matter were to be submitted to Arbitration and the reasons therefore, on the basis of the facts presented, the applicable contract provisions and the positions of the parties.

4.11 The opinion of the Mediator shall be advisory. If it is or is not accepted by the parties, it shall not be admissible evidence in, and it shall be forever excluded from, any subsequent Arbitral, Administrative, or Judicial Proceeding.

4.12 Each party will pay its own participants and its own witnesses. The parties will share equally only the fee and expenses of the Mediator, and the cost, if any, of the hearing room. Grievances which do not pertain to the alleged violation of particular provisions of this Agreement is not subject to Mediation, even though such grievances may have been entertained by the parties in other steps of the procedures set forth in this Article 4.

D. ARBITRATION PROCEDURE

4.13 If the parties agree to submit a grievance to Arbitration, the Arbitrator shall be selected by agreement between the Employer and the Union. When the parties fail to agree upon an Arbitrator within five (5) working days after agreement to arbitrate, the

Union or the parties jointly shall promptly request a list of seven (7) names from the Federal Mediation and Conciliation Service. Either party may reject the first, and request a second list of seven (7) more names, after prompt notice to the other party. Each party shall alternately strike names; the moving party striking first, from the list employed by the parties until one (1) name remains, which shall be the Arbitrator selected.

4.14 The Arbitrator shall have no power to add to or to subtract from or to alter or modify any of the express terms of this Agreement, or to ignore or to imply any term or provision. Within the foregoing limitation, the decision of the Arbitrator shall be final and binding. Grievances which do not pertain to the alleged violation of particular provisions of this Agreement is not subject to Arbitration, even though such grievances may have been entertained by the parties in other steps of the procedures set forth in this Article 4.

4.15 Each party will pay its own participants and its own witnesses. The parties will share equally only the fee and expenses of the Arbitrator and the cost, if any, of the hearing room and reporter.

ARTICLE 5 DEFINITIONS

When used in this Agreement, the following terms will be construed to have the following meaning:

5.01 The term "Regular full-time Employees" shall be construed to mean non-probationary persons who are included in the bargaining unit represented by the Union and are regularly scheduled to work thirty (30) or more hours per week.

5.02 The term "short-term Employee" shall be as defined in the Act, an employee who is employed for less than two consecutive calendar quarters during a calendar year and who does not have reasonable assurances that he will be rehired by the same Employer for the same service in a subsequent calendar year. The Employer shall have the right to employ short-term employees to perform any work required. Such employees shall not cause the lay off of regular employees and shall be entitled to no benefits in addition to the payment of their wages for times when they are actually employed and working.

5.03 The term "Regular part-time Employees" shall be construed to include those persons who are regularly scheduled to work less than thirty (30) hours in a regular workweek.

ARTICLE 6
SENIORITY

6.01 Seniority shall be defined as each employee's length of continuous service within the bargaining unit since his last date of hire.

6.02 All new or rehired employees shall be required to serve a probationary period of one hundred eighty days (180) calendar days. All employees will be entitled to accrue PTO upon completion of 90 days employment. Notwithstanding the above provision, employees in the offices, departments, and/or position classifications listed below shall be required to serve a probationary period of the length specified below:

<u>Office or Department and Classification</u>	<u>Probationary Period</u>
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ANIMAL CONTROL

Part-time animal Warden

One year

6.03 During the probationary period, the Employer will evaluate each employee's suitability for employment beyond such period. The Employer shall retain the unqualified right to terminate the employment of any probationary employee at any time without prior notice or assignment of reasons. No probationary employee shall have any rights or recourse under this Agreement, in regard to the termination of his employment.

6.04 The Employer shall quarterly post a seniority list. Upon request, a current list will be sent to the Union or given to a Union representative.

6.05 An employee shall forfeit his seniority and his status as an employee:

a) If he quits, is discharged, is otherwise terminated, or retires.

b) If he performs no work for the employer for a period of twelve (12) months, or a period equal to his seniority, whichever is shorter, less any concurrent period of paid absence or unpaid leave of absence; or any temporary period of absence because of an injury of illness arising from his employment with the Employer and covered by the Workers Compensation Act.

(c) If he fails to report for work within ten (10) calendar days after notice of recall is mailed to his address of record, pursuant to Section 06.07 below.

d) If he fails to return to work at the end of a leave of absence or vacation, unless such failure was due to a reason beyond the employee's control.

e) If he is absent from work for three (3) consecutive workdays without notice to his immediate supervisor. However, nothing in this Agreement shall be construed to limit the Employer's right to discharge an employee for excessive absence or tardiness.

6.06 In the event that it becomes necessary to lay off employees for any reason, they shall be laid off in the inverse order of their seniority, within Office or Department and Classification after temporary, casual, and probationary employees. The Union shall be given fifteen (15) days advance notice of the layoff of regular full-time employees. In the event of recall, employees shall be recalled in order of their seniority within departments or offices and classifications. No new employees shall be hired into a classification, office, or department until all employees on layoff from such offices, departments, and classifications desiring to return to work have been offered recall to such offices, departments, and classifications. Employees to be recalled will be sent a notice of recall by Certified Mail, Return Receipt requested, to their address of record. For the purpose of any notice required herein, each employee shall be responsible for having his current address and telephone number on file with the Employer.

6.07 Before other means are utilized, the Employer shall post notices of vacancies and new positions for five (5) days, but the Employer may fill such vacancies and new positions immediately pending final selection of an applicant. Any employee desiring to fill any such posted vacancy or new position shall make application in writing to the Employer within such five (5) day posting period. The Employer reserves the right to refuse the same employee more than two (2) classification changes in any twelve (12) month period as a result of job posting.

Laid off employees will be given automatic consideration for any position for which they are qualified for a period of twelve (12) months, or the length of their seniority, whichever is shorter.

6.08 Promotions and the filling of vacancies and new positions shall be made on the basis of their qualifications and performance. Where these factors are relatively equal, seniority shall be the determining factor.

6.09 Employees who are temporarily assigned to positions which are within their departments, but are outside the bargaining unit, shall not forfeit their seniority, provided, that such temporary assignment is no longer than three (3) months or extended for a longer period of time by mutual agreement.

ARTICLE 7
WORKDAY, WORKWEEK, HOURS AND OVERTIME

7.01 The normal workweek for regular full-time employees shall consist of forty (40) hours in five (5) consecutive days, Monday through Friday. The appropriate supervisor will establish the normal workweek for part-time employees

7.02 The normal work day for employees shall consist of eight (8) hours per day, which includes a paid sixty (60) minute lunch period and two (2) paid ten (10) minute breaks.

7.03 The normal office hours shall be 8:00 a.m. to 4:30 p.m. or as required by statute or operational requirements. Lunch periods are to be scheduled near the mid-point of the workday and breaks are to be scheduled during the first and second halves of the workday, if conditions within the Employer's control permit. The County agrees to pay a minimum of two (2) hours callout pay at the appropriate rate of pay when an employee is called back to work outside his regularly scheduled shift or on a day other than the normal workday. The two-hour minimum call out pay applies only where such time does not immediately precede or follow scheduled duty hours.

7.04 The Official or Department Head in each department or office shall establish the scheduled starting and quitting times for specific job classifications or divisions within each department or office according to statutory and operational requirements.

7.05 The Employer reserves the right to schedule employees within different job classifications, divisions, and departments on staggered schedules in order to maintain continuous operations whenever the Employer concludes that such actions are necessary or appropriate. If the Employer assigns an employee to a different classification for more than fourteen (14) calendar days, the assignment will be offered by seniority.

7.06 Employees will be paid overtime pay or compensatory time at the rate of time and one-half for all hours worked in excess of forty (40) hours worked in a work week. The maximum compensatory time that an employee may accumulate is forty (40) hours. In the event the employee, due to needs of the office, must accumulate time in excess of forty (40) hours the employee may accrue such time. A total of 32 hours of compensatory time may be carried over into the next calendar year if the employee chooses to carry over any time. The employer reserves the right to direct employees to take compensatory time.

ARTICLE 8
BULLETIN BOARDS

8.01 The Employer will designate areas on or for bulletin boards for posting of notices signed by an Official of the Union and directed to employees represented by the Union.

ARTICLE 9
NO DISCRIMINATION

9.01 Neither the Employer nor the Union shall discriminate against any employee on account of race, creed, color, religion, age, national origin, ancestry, sex, marital status, handicap unrelated to the ability to perform, nor against any disabled veteran, veteran of the Vietnam era, or of Operation Desert Storm, nor because of participation or nonparticipation in lawful union activity.

9.02 Words appearing in the masculine gender refer as well to the feminine gender unless the context of the word requires otherwise.

ARTICLE 10
UNION BUSINESS, DUES FAIR SHARE AND DEDUCTIONS

This article shall only apply where allowed under State and Federal law.

10.01 Duly authorized non-employee representatives of the Union on the basis of prior arrangements made with the Employer representative in charge of the area involved will, where feasible and proper, be allowed to enter upon the Employer's premises when necessary for purposes of administration of this Agreement. Such activities will be conducted without interruption or interference with the Employer's operations.

10.02 There will be no union activity or business conducted by employees during their working hours, unless a duly authorized Union Official or Steward employed by the Employer is relieved of his duties to engage in or conduct business which cannot be performed outside working hours. Such employee shall advise his immediate supervisor of such circumstances and request to be relieved of his duties for the period necessary to handle the matter. Permission shall be granted unless the supervisor determines that the employee cannot be released because of the Employer's operations requirements.

10.03 Whenever new employees are hired in any bargaining unit of this agreement, and the employee is a part of the bargaining unit, the employee shall be granted time off to attend a 30 minute orientation with a union representative. The Employer shall establish a regular time each month for all new employees meeting the requirements of this section to be made available to the Union at a mutually agreed upon place. The union representative will not be paid by the County for this orientation period.

10.04 The Union will notify the Employer in writing of the designation of any employees as Union representatives and of any changes in such designations.

10.05 The Employer shall deduct monthly from the pay of each bargaining unit employee from whom it has received a written authorization to do so the amount certified by the Union to be the amount required for payment of monthly membership dues and uniform initiation fees, and remit the sums deducted to the Union within twenty (20) working days after the deductions are made.

10.06 All bargaining unit employees who are not members of the Union and who do not become members of the Union within thirty (30) days of the effective date of this Agreement or of their date of employment, whichever is the later, and continuing during the term of this Agreement, so long thereafter as they are not members of the Union, shall pay to the Union each month their fair share of the costs of services rendered by the Union which are chargeable to non-members under applicable law, as certified by the Union to the Employer, and which may not exceed the monthly dues uniformly required of members of the Union. Upon receipt of said certification, the Employer shall deduct monthly and remit to the Union within twenty (20) working days thereafter the required fair share contribution from the pay of any employee who has not authorized the deduction of Union dues pursuant to 10.05 above.

10.06 The Employer shall be relieved from making the above deductions upon termination of employment, transfer from the bargaining unit, revocation of the authorization; and, the Employer shall not be obligated to deduct dues from an employee's pay during any month in which the employee's pay is less than the amount to be deducted.

10.07 The only obligation of the Employer is to deduct and remit the certified amounts to the Union. The Employer shall bear no obligation or liability to the Union or any employee for any mistakes made in compliance with said obligation. The Union shall indemnify, defend, and hold harmless the Employer, its officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or any other forms of liability that shall arise out of or by reason of any action by the Employer for the purpose of complying with this Article 10 or in reliance upon any list, form, notice, certification, or assignment furnished pursuant to the provisions hereof.

10.08 All employees shall be members in good standing or pay fair share, in accordance with the provisions of this Agreement.

A) The Union shall submit to the Employer an affidavit which specifies the amount constituting each employee's fair share contribution, and which describes the rationale and method by which the fair share contribution was determined, including a list of the expenditures which were included and excluded in determining the fair share contribution.

B) The Union shall prepare a notice containing the fair share fee information specified in Paragraph A of this Article 10 above, and advising that any nonmember may object to the amount of the fee

(1) through the Union's internal appeal procedure, culminating in arbitration, by sending a letter to the President by certified or registered mail or by delivery to the Union Office, at any time after the notice but within sixty (60) days after the first wage payment of the year from which his/her fair share fee has been deducted, or

(2) by filing an unfair labor practice charge against the Union with the Illinois State Labor Relations Board in accordance with the Rules of the State Labor Board, or

(3) by taking any other action available to them at law or equity.

C) The Union shall distribute the notice described in Sub-section (B) by

(1) posting it and the Union Internal Review Procedures, and

(2) providing business agents and stewards with copies of the notice for distribution to non-member employees, and

(3) providing additional copies to the Employer.

D) A copy of the Union Internal Appeal Procedure culminating in arbitration of any objector's claims shall be supplied to the Employer. The Union shall advise the Employer of any subsequent changes therein.

E) Upon the Union's receipt of notice of an objector's challenge to the fair share contribution determined by the Union, the Union shall deposit in an escrow account, separate from all other Union funds, the amount of fair share payment received on behalf of an objector or objectors that is fairly placed at issue by the objection(s), but not less than thirty-three percent (33%) of the fair share fee. The Union shall furnish objectors and the Employer with verification of the terms of the escrow arrangement and, upon request, the status of the funds as reported by the bank. The escrow funds will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow accounts be interest bearing at the highest possible rate: that the escrow funds be outside of the Union's control until the final disposition as provided for herein; and that the escrow fund will terminate and the fund therein be distributed only by the terms of an ultimate award, determination, or judgment including any appeals, or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

F) If an ultimate decision in any proceeding hereunder directs that the amount of the fair share fee should be lower than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the Employer to reduce deductions from the earnings of nonmembers to said prescribed amount.

G) The rights of non-association of employees based upon bona fide religious tenets or teaching of a church or religious body of which such employees are members are safeguarded in accordance with Section 6 (g) of the Act. Such employees shall pay an amount equal to their proportionate share determined under a proportionate share agreement to a non-religious charitable organization mutually agreed upon by the employees affected and the exclusive representative to which such employees would otherwise pay such fee. If the affected employees and the exclusive representative are unable to reach an agreement on the matter, an organization shall be chosen by the employee from an approved list of charitable organizations established by the Illinois State Labor Relations Board.

ARTICLE 11
LEAVES OF ABSENCE

11.01 ELIGIBILITY. Any regular full or part-time employee may request a leave of absence without pay.

11.02 APPLICATION. Any request for a leave of absence shall be submitted in writing by the employee to his immediate supervisor, with a copy to the Director of Human Resources, stating the reason for the leave and the length of time requested.

11.03 APPROVAL. Any requested leave of absence shall be subject to the approval of the immediate supervisor who may approve or disapprove the request on the basis of the operating requirements of the employee's department, the availability of substitute employees, the reasons for the requested leave, and any other relevant factors.

11.04 OTHER EMPLOYMENT. Employees granted leaves of absence are prohibited from accepting other employment while on leave and shall be deemed to have voluntarily terminated their employment with the employer if they violate this provision.

11.05 EXTENSION. When an employee requires an extension, a request for an extended leave of absence shall be submitted and processed in accordance with the procedures set forth above.

11.06 RETURN. Upon their return, employees granted a leave of absence shall not have any guarantee of reinstatement to the position held before taking their leave of absence, but shall be entitled to exercise their seniority rights as set forth elsewhere herein.

11.07 Subject to the needs of the Employer and its operations, the Employer agrees to grant leaves of absence without pay for periods not to exceed two (2) weeks to any Union official or member for purposes of Union business, provided the Department Head for the Department in which the employee works is notified in advance of the requested leave of absence and its duration and is able to make adequate scheduling arrangements to have the employee's job covered during such absence.

11.08 During leaves of absence in excess of thirty (30) calendar days, employees shall not be entitled to or earn any vacation or holiday benefit, and shall be obligated to assume the full cost of any insurance-related benefit during such periods.

11.09 Upon their return, employees granted a leave of absence will be eligible for any wage or benefit increases.

11.10 Family and Medical Leave. Vermilion County provides its employees with benefits under the Family and Medical Leave Act of 1993 ("FMLA"). The FMLA establishes a minimum labor standard to balance the demands of the workplace with the needs of families through job protected unpaid leave. The County and Union will abide by the terms of FMLA as may be amended by law.

ARTICLE 12
VACATIONS

12.01 All regular full-time employees with one or more years of continuous service shall be entitled to vacation time with pay according to the following schedule:

<u>Years of Service</u>	<u>Days of Vacation</u>
One	5
Two - Six	10
Seven - Eleven	15
Twelve - Twenty	20
Twenty-one – Twenty-five	25

26 or more 1 additional day per year up to a maximum of 30 days.

12.02 Years of service are based on calendar years.

12.03 Employees cannot accrue or accumulate vacation time or vacation pay from year to year unless mutually agreed upon in writing by the Employer and employee, with a copy of the agreement to be provided to the employee.

12.04 The Employer reserves the right to schedule vacations on the basis of operating requirements, but will give due regard to the employees' wishes with preference being given to the employees with the greatest seniority. After an employee's vacation has been approved and scheduled, it cannot be changed except by agreement between the employee and the Employer.

12.05 Employees who are terminated, resign, or retire shall receive any earned, but unpaid, vacation pay on their next pay date. No vacation benefits are earned during leaves of absence in excess of thirty (30) calendar days.

12.06 Any employee who becomes unable to take his vacation due to an illness or injury, which begins before his scheduled vacation, will be rescheduled for a vacation after he is recovered. If there is insufficient time remaining in the year to schedule the entire vacation, the employee will, nevertheless, receive his vacation pay.

12.07 Vacation schedules in each office, department, or functional entity will be developed by seniority during the month of October of each year. Vacation schedules should be comprised of bargaining unit employees only; however, in the rare instance that a supervisory person is included due to the size of the office, all selections will be done on a seniority basis. Upon request, a representative of the Union will be invited to attend a meeting for this purpose. Employees will be notified in writing by January 1 of the approval of their vacation for the following year.

12.08 All health department employees hired after December 1, 1986, will be given vacation benefits according to Article 12 of the collective bargaining agreement. All health department employees hired before December 1, 1986, will be given vacation benefits according to the practice in effect prior to December 1, 1986.

ARTICLE 13
FUNERAL LEAVE

13.01 In the event of a death in the immediate family, each regular employee shall be allowed three (3) working days off without loss of pay to attend the funeral and to arrange the details associated with the death and funeral. The immediate family consists of spouse, parents, grandparents, great grandparents, children, grandchildren, step-grandchildren, brothers and sisters, stepmother, stepfather, stepchildren, son-in-law, daughter-in-law, parents-in-law, or other relatives living with the employee.

13.02 In the event of the death of aunts, uncles, grandparents-in-law, and brothers- and sisters-in-law, the employee shall be allowed one (1) working day off without loss of pay to attend the funeral.

13.03 As much notice as possible shall be given to the Employer, and the elected official or department head. "Funeral" shall include a memorial or other equivalent service.

13.04 One (1) additional working day with pay will be added to the days allowed by sections 13.01 or 13.02, if travel to the funeral is over 200 miles one-way and the Employee provides evidence of having actually attended the funeral. Abuse of the privileges granted in this Article 13 shall be grounds for disciplinary action.

13.05 For purposes of this article a "working day" is defined as a regularly scheduled working day for the employee.

ARTICLE 14
HOLIDAYS, HOLIDAY PAY, AND PERSONAL DAYS

14.01 Holidays for regular full-time employees shall be the same as those set forth by the Presiding Judge of the Circuit Court of Vermilion County for Court holidays, to be not less than a minimum of fourteen (14) days. In the event that the Supreme Court of Illinois and the Presiding Judge of the Circuit Court of Vermilion County sets the number of holidays less than fourteen (14), the days so reduced shall remain as floating holidays and shall be scheduled by the employee with the approval of the Employer. All requests will be honored, if feasible, based on staffing needs.

14.02 Regular full-time employees are entitled to holiday benefits under the following conditions:

a) The employee must have worked the entire shift on his last scheduled day before and his first scheduled day after the holiday, unless excused. Employees who do not work the last workday before and the first workday after a holiday because they are on layoff or leave of absence are not eligible for holiday pay.

b) Holidays that fall within an employee's vacation period will not be considered as part of the vacation, and the employee shall receive his holiday pay in addition to vacation pay, or he shall observe the Friday before or the Monday after the vacation if the Friday or Monday is requested when the vacation is scheduled.

c) Salaried employees who are eligible for holiday pay shall receive a full day's pay at their then current rate.

14.03 PAID TIME OFF (PTO)

Current Employees: Effective December 1, 2012 - All full-time employees who have completed 90 days of service as of December 1 shall earn PTO up to a maximum of 96 hours for the fiscal year. Full-time employees shall earn 24 hours PTO on December 1. Full-time employees shall then earn 8 PTO hours on the first of each month to a maximum of 96 hours earned for the fiscal year. An Employee shall be paid for any unused PTO remaining on November 30, 2013, not exceeding a total of 80 PTO hours. Effective December 1, 2013 - All full-time employees who have completed 90 days of service as of December 1 shall earn PTO up to a maximum of 80 hours for the fiscal year. Full-time employees shall earn 16 hours PTO on December 1. Full-time employees shall then earn 8 PTO hours on the first of each month to a maximum of 80 hours earned for the fiscal year.

Effective December 1, 2014 - All full-time employees who have completed 90 days of service as of December 1 shall earn PTO up to a maximum of 64 hours for the fiscal year. Full-time employees shall earn 16 hours PTO on December 1. Full-time employees shall then earn 8 PTO hours on the first of each month to a maximum of 64 hours earned for the fiscal year.

Effective December 1, 2015 - All full-time employees who have completed 90 days of service as of December 1 shall earn PTO up to a maximum of 64 hours for the fiscal year. Full-time employees shall earn 16 hours PTO on December 1. Full-time employees shall then earn 8 PTO hours on the first of each month to a maximum of 64 hours earned for the fiscal year.

Employees Hired During Fiscal Year: Full-time employees hired after December 1 in any contract year, who have completed 90 days of service shall earn 16 PTO hours (24 hours for fiscal year 2012-13) on the 1st of the month following the employee completing 90 days of service. Full-time employees shall then earn 8 PTO hours on the 1st of each month to a maximum stated above for the appropriate fiscal year.

If an employee wishes to use PTO, the employee must make a request no less than two days in advance. All requests will be honored, if feasible, based upon the operational needs of the department. PTO will be granted on the basis of office requirements and employee seniority in the event of a conflict. Since PTO may be used for both personal time and sick leave, Employees may take up to 32 hours PTO on an unscheduled basis, representing sick leave or unavoidable emergencies. The balance of any further time must be taken with advance notice to or permission from their supervisor.

14.04 Employees shall retain their Option II banked hours pursuant to the Vermilion County Personnel Policy and Procedures and Vermilion County Board Resolution No. 1094 adopted November 13, 1984.

14.05 Employees shall retain their Banked personal days which were banked prior to December 1, 2013. If an Employee wishes to use their remaining banked personal days, the Employee must make a request no less than two days in advance. All requests will be honored, if feasible, based upon scheduling requirements. Remaining banked personal days will be granted on the basis of office requirements and Employee seniority in the event of a conflict. The employer reserves the right to direct employees to take banked personal days. Upon termination or retirement, Employees will be paid for any remaining banked personal days at current rate of pay. The current policy of paying for unused personal days will cease effective with the accrual beginning on December 1, 2013.

ARTICLE 15
JURY DUTY

15.01 Regular full-time employees who are required to serve on a jury during their regularly scheduled work time shall receive their regular pay for such period of time, provided that such employees verify the time thus spent and turn over to the Employer all compensation received for service on jury duty.

15.02 Employees will be required to report for work for any part of the workday not required for jury duty.

15.03 For purposes of seniority and benefits, time spent on jury duty shall be considered as time worked for the Employer.

ARTICLE 16
LIFE INSURANCE, MEDICAL INSURANCE & DEDUCTIONS

16.01 The Employer will purchase ten thousand dollars (\$10,000.00) of life insurance for employees who work over one thousand (1,000) hours per year.

16.02 Payroll deductions are made when requested for the health insurance program, AFLAC insurance, credit unions, United Fund, any county-authorized program and direct deposit of paychecks.

16.03 Effective upon ratification and for the balance of the FY 2012-13, the Employer will pay \$250 per month of the premium cost for each full or part-time Employee when participating in the County sponsored health insurance plan. This amount will also be paid if an employee participates in any coverage under the health insurance plan.

Effective with December 2016 payroll deductions through the term of the contract, the County shall pay all but the Federal maximum allowed to be charged to an individual single employee. [For example, our analysis shows that in 2013 the maximum employee contribution/cost for employee single health coverage is \$110/month. It is recognized that the federal maximum may be changed by law and such changes will be binding on the employer. The county will adhere to that cost level commencing with coverage beginning January 2017 (payroll deductions beginning in December) for single employees with no dependents. As set out below, the county will advise the Union of the premiums of all other tiers of insurance (e.g., employee plus children, employee plus spouse or family) with the right to comment as described in section 16.05].

Open enrollment for health insurance will be scheduled at least once of each year. New Employees shall be eligible to participate in either health insurance program after three (3) months of full-time continuous service.

16.04 The County will also adopt an S-125 plan, which shelters qualifying insurance premiums for the employee. Participation in the S-125 plan is voluntary.

16.05 Due to the rising cost of health insurance, the County agrees that a regular search will be made for the most appropriate and economical plan. The local Chief Steward or his designee and one representative from the bargaining unit shall be eligible to sit with the County on any meetings designed to seek alternative health plans. The County reserves all rights to select and manage any insurance plan for the County, but agrees that the local Chief Steward or his designee and one representative from the bargaining unit shall have the right to comment and be part of the process of selecting appropriate health insurance plans.

ARTICLE 17
WAGES

The agreement of the parties on wages is set forth in Exhibit "B" which is attached hereto and incorporated herein by reference. Bargaining unit employees hired during the term of this agreement will be hired at the appropriate "Start" hourly or salary level set forth in Exhibit "C" which is attached hereto and incorporated by reference.

Bargaining unit employees moving to a higher hourly or salary pay grade will be paid at the "Start" rate for the new position, or their then current rate of pay, whichever is greater, plus any wage increases which may be effective after the move.

ARTICLE 18
RETIREMENT

18.01 The County will continue to offer the ILLINOIS MUNICIPAL RETIREMENT FUND retirement /pension plan as set by Illinois Statute, 40 ILCS 5/7-101 and following, and employees who work the statutory minimum number of hours are required to participate in the ILLINOIS MUNICIPAL RETIREMENT FUND.

ARTICLE 19
COMPLETE AGREEMENT AND WAIVER OF BARGAINING

19.01 This Agreement is the entire agreement between the Employer and the Union.

The parties acknowledge that during the negotiations resulting in this Agreement, they each have had the unlimited right and opportunity to make demands and proposals with respect to any and all subjects and matters not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union, for the duration of this agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to collectively bargain with respect to any subject matter referred to or covered in this agreement except those matters which by law is a mandatory subject of bargaining and as to which the Employer is seeking to change during the term of the agreement. Either party may request to collectively bargain as to any matter, and by mutual consent of the parties this agreement may be amended or reopened. See also Exhibit D, incorporated here and by reference.

ARTICLE 20
SAVINGS AND SEPARABILITY

20.01 If any provision of this Agreement is determined to be unlawful, the parties shall not comply with such provision, but the remaining provisions shall not be affected thereby, and the parties shall negotiate a lawful substitute for the unlawful provision.

ARTICLE 21
DURATION AND TERMINATION

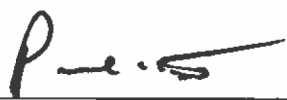
This Agreement, when approved and signed by the appropriate authorities for and on behalf of the Employer and the Union, shall be in full force and effect from August 17, 2022 to November 30, 2025. This Agreement shall continue thereafter from year to year, unless written notice of the desire to terminate or modify the Agreement is served by either party upon the other more than sixty (60) but less than one-hundred twenty (120) days prior to the above date of termination or the anniversary of any renewal period hereof. Where written notice of termination is timely served, this Agreement shall terminate on the stated date of expiration unless the parties agree to extend this Agreement on terms which are acceptable to both parties.

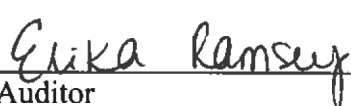
SIGNATURES

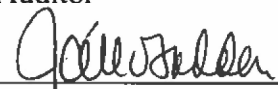
For Employer:

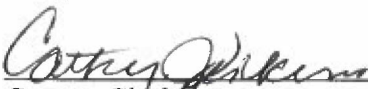
 12/15/2022
County Board Chairman Date

For Union:

 11/29/22
Paul Wright, Date
President/Business Manager
IBEW, Local #21

 1/4/2023
Auditor Date

 1/6/2023
Cordner Date

 1-23-23
County Clerk Date

 1/3/23
Recorder Date

 2/10/2023
Treasurer Date

 1-5-23
State's Attorney Date

 1/06/2023
Supervisor of Assessments Date

EXHIBIT A – POSITIONS INCLUDED IN BARGAINING UNIT

The collective bargaining unit shall include the following titles working in the following departments of Vermilion County.

INCLUDED:

DEPARTMENT OF ANIMAL REGULATIONS

Kennel Team Leader
Kennel Worker
Animal Care Worker
Animal Control Officer
Clerk III
Clerk I
Animal Control Dispatcher
Volunteer Coordinator/Community Outreach

AUDITOR

Part-time Auditing Assistant

BUILDING AND GROUNDS

Maintenance Crew Leader
Custodian Team Member
Part-time Custodian Team Member

COUNTY CLERK

Vital Records Specialist
Election Specialist
Tax Extension Specialist
Election Judge Coordinator/Voter Registration Asst/County Board Liaison
Assistant Election Specialist
Clerk Stenographer/Secretary
Clerk Typist I
Clerk Typist II
Clerk I

COUNTY HEALTH DEPARTMENT

Sanitarian/LEHP I, II, III
LEHP In-training
Associate Sanitarian
Environmental Health Inspector
Account Clerk II
Data Entry Clerk II
Clinic Aide/Lab Technician
Administrative Assistant

STATE'S ATTORNEY

Legal Secretary II

RECORDER

Senior Deputy Recorder

Deputy Recorder II

SUPERVISOR OF ASSESSMENTS

Deed Sales Analyst

Administrative Assistant to the Board of Review

Map Drafter I, II, III

Assessment Technician I, II, III

Data Entry Clerk II

COUNTY TREASURER

Tax Collection/Disbursement Specialist/Account Clerk III

Tax Collections Specialist/Account Clerk II

Data Specialist/Collections

Data Entry Clerk I

Clerk I

INFORMATION SERVICES

Financial Systems Coordinator

Office Manager

Network Technician

TS/EMA Technician I

TS/EMA Technician II

EXHIBIT B - WAGES

IBEW Local 21 (non-Judicial Unit) and County of Vermilion, Coroner, County Board, Auditor, County Clerk, Recorder, Treasurer, State's Attorney, and Supervisor of Assessments

WAGE AGREEMENT

Effective December 1, 2022, a 3.25% increase on the base wage of the employee.

Effective December 1, 2023 all regular full-time bargaining unit members shall receive a 3.125% increase in their base pay.

Effective December 1, 2024 all regular full-time bargaining unit members shall receive a 3.125% increase on their base pay.

Employees shall receive hourly increases in pay and the starting wages will be adjusted as reflected in Exhibit "C" pending adoption of this Agreement.

A premium shall be paid to all employees covered under this agreement who are on the active payroll on the effective dates as follows: (appropriate taxes and deductions withheld)

Employees under this agreement shall receive a five thousand dollar (\$5,000) premium effective August 1, 2022 and eight hundred dollar (\$800) premium November 30, 2022.

Pay rates are subject to increase if required by State or Federal minimum wage laws. Premium payments shall generally be received on the next available payroll check after the effective date and will not exceed thirty (30) days beyond the effective date.

		Effective 8/17/22	Effective 12/1/2022	Effective 12/1/2023	Effective 12/1/2024
	EXHIBIT C- STARTING SALARIES				
Animal Regulation	Kennel Worker	\$ 32,932	\$ 34,085	\$ 35,107	\$ 36,160
Animal Regulation	Animal Care Worker	\$ 32,932	\$ 34,085	\$ 35,107	\$ 36,160
Animal Regulation	Adoption Counselor/Clerk	\$ 32,932	\$ 34,085	\$ 35,107	\$ 36,160
Animal Regulation	Animal Control Officer	\$ 35,670	\$ 36,918	\$ 38,026	\$ 39,166
Animal Regulation	Animal Control Dispatcher	\$ 38,064	\$ 39,396	\$ 40,578	\$ 41,795
Auditor	Auditing Assistant	\$ 31,236	\$ 32,329	\$ 33,299	\$ 34,298
B & G	Custodian Team Member	\$ 31,667	\$ 32,775	\$ 33,759	\$ 34,771
B & G	General Maintenance Mechanic	\$ 36,101	\$ 37,364	\$ 38,485	\$ 39,640
County Clerk	Election Judge Coord/Voter Registration/County Board Li	\$ 41,059	\$ 42,496	\$ 43,771	\$ 45,084
County Clerk	Tax Extension Specialist	\$ 38,214	\$ 39,552	\$ 40,738	\$ 41,960
County Clerk	Vital Records Specialist	\$ 37,736	\$ 39,057	\$ 40,229	\$ 41,436
County Clerk	Clerk Typist II/Vital Records	\$ 36,130	\$ 37,394	\$ 38,516	\$ 39,671
County Clerk	Clerk Typist II/Election Judge Coordinator	\$ 32,711	\$ 33,855	\$ 34,871	\$ 35,917
County Clerk	Clerk Typist II/Vital Records/Election Asst.	\$ 32,711	\$ 33,855	\$ 34,871	\$ 35,917
County Clerk	Assistant Tax Extension Specialist	\$ 33,263	\$ 34,427	\$ 35,459	\$ 36,523
County Clerk	Voter Registration Specialist	\$ 33,823	\$ 35,007	\$ 36,057	\$ 37,138
County Clerk	Election Specialist	\$ 44,954	\$ 46,528	\$ 47,924	\$ 49,361
Health Dept	Administrative Assistant - Fiscal Operations	\$ 37,316	\$ 38,622	\$ 39,781	\$ 40,974
Health Dept	Data Entry Clerk II	\$ 34,801	\$ 36,019	\$ 37,100	\$ 38,213
Health Dept	Account Clerk II	\$ 34,801	\$ 36,019	\$ 37,100	\$ 38,213
Health Dept	Account Clerk II/Environmental Health and Fiscal	\$ 34,801	\$ 36,019	\$ 37,100	\$ 38,213
Health Dept	Environmental Health Inspector	\$ 46,377	\$ 48,000	\$ 49,440	\$ 50,924
Health Dept	LEHP In-Training	\$ 48,743	\$ 50,449	\$ 51,962	\$ 53,521
Health Dept	LEHP I	\$ 50,999	\$ 52,784	\$ 54,368	\$ 55,999
Health Dept	LEHP II	\$ 53,386	\$ 55,254	\$ 56,912	\$ 58,619
Health Dept	LEHP III	\$ 58,009	\$ 60,039	\$ 61,841	\$ 63,696
IS/EMA	Office Manager	\$ 36,101	\$ 37,364	\$ 38,485	\$ 39,640
IS/EMA	IS/EMA Technician II	\$ 38,214	\$ 39,552	\$ 40,738	\$ 41,960
IS/EMA	Financial Systems Coordinator	\$ 40,510	\$ 41,928	\$ 43,186	\$ 44,482
IS/EMA	IS/EMA Technician I	\$ 44,954	\$ 46,528	\$ 47,924	\$ 49,361
IS/EMA	Assistant Network Technician	\$ 47,479	\$ 49,140	\$ 50,614	\$ 52,133
IS/EMA	Network Technician	\$ 51,834	\$ 53,648	\$ 55,258	\$ 56,916
Recorder	Sr. Deputy Recorder	\$ 36,294	\$ 37,565	\$ 38,692	\$ 39,852
Recorder	Deputy Recorder II	\$ 34,801	\$ 36,019	\$ 37,100	\$ 38,213
Recorder	E-recording Coordinator	\$ 37,030	\$ 38,326	\$ 39,476	\$ 40,660
S of A	Tax Map Technician	\$ 34,474	\$ 35,680	\$ 36,751	\$ 37,853
S of A	Assessment Technician II	\$ 32,334	\$ 33,466	\$ 34,470	\$ 35,504
S of A	Administrative Assistant to the Board of Review	\$ 43,764	\$ 45,296	\$ 46,655	\$ 48,054
S of A	Map Drafter III	\$ 33,823	\$ 35,007	\$ 36,057	\$ 37,138
S of A	Sales Ratio Analyst	\$ 43,764	\$ 45,296	\$ 46,655	\$ 48,054
S of A	Deed Sales Analyst	\$ 43,764	\$ 45,296	\$ 46,655	\$ 48,054
State's Attorney	Legal Secretary II	\$ 34,801	\$ 36,019	\$ 37,100	\$ 38,213
Treasurer	Drainage Dist Specialist/Account Clerk II	\$ 37,936	\$ 39,264	\$ 40,442	\$ 41,655
Treasurer	Tax Collections/Account Clerk III	\$ 39,591	\$ 40,977	\$ 42,206	\$ 43,472
Treasurer	Tax Collection/Disbursement Specialist/Account Clerk III	\$ 37,936	\$ 39,264	\$ 40,442	\$ 41,655

EXHIBIT D – MEMORANDUM OF UNDERSTANDING

The County and Union recognize that as technology advances and the nature of some positions change there will be the possible need to change job descriptions and duties or to consolidate positions. This will occasionally result in the elimination of some job positions and the need to increase the compensation of individual positions to account for increased responsibilities and duties as a result. Both parties recognize the value and need to work cooperatively together in developing changes that on the one hand improve the efficient use of technology and resources and on the other improve the compensation, job satisfaction and working environment of the employee. Both parties agree to meet as needed to discuss and modify job positions and compensation where needed to improve productivity and the compensation that goes along with such improvements. Nothing in this MOU changes either the rights of management or the union's rights to bargain but is intended to aid the process of discussing from time to time, as has been the practice of both parties, changes in job responsibilities and compensation that benefit both the employer and employee.

The County and the Union agree to continue to discuss an optional payout for unused PTO time. If an agreement can be reached, the understanding will include for each participating department, an opportunity for the Union to meet with the employees in the workplace to discuss the program with the employees.