

**MEMORANDUM OF AGREEMENT &  
AGREED COLLECTIVE BARGAINING AGREEMENT EXTENSION  
COVERING THE PERIOD OF MAY 1, 2011 - APRIL 30, 2012**

This is a Memorandum of Agreement between the City of Park Ridge ("City") and International Union of Operating Engineers, Local 150, ("Union") and an agreed collective bargaining agreement extension. The parties hereby agree as follows:

- 1) During the period of May 1, 2011 through April 30, 2012, the following items will occur: All bargaining unit employees will receive a 0% wage increase between May 1, 2011 and April 30, 2012.
- 2) The parties agree to extend all terms of the current collective bargaining agreement for one additional year, expiring on April 30, 2012. The following will replace current contract language, and shall become part of the agreement as stated below:

**ARTICLE VII**

**Hours of Work and Overtime**

**A. *Work Hours***

1. The normal hours of work shall be 37-1/2 per week and 7-1/2 hours per day. Unless otherwise scheduled by the department head or the supervisor, the normal work hours for mechanics shall be Monday through Friday from 7:00 a.m. to 3:00 p.m., less thirty minutes for lunch, and for other employees Monday through Friday from 7:00 a.m. to 3:00 p.m. or 7:00 a.m. to 4:00 p.m., less thirty minutes for lunch (where the City determines a late shift is appropriate). When an employee is scheduled for a normal workday and reports for work at the scheduled starting time, the employee shall be guaranteed 7-1/2 hours of continuous work on that day.

Before the City assigns employees to the late shift, 7:00 a.m. to 4:00 p.m., volunteers shall be sought. Should there be an insufficient number of volunteers, the City shall select employees from the rotating overtime list to work the late shift

2. Where the requirements of the job dictate that employees work through their lunch period, employees shall be allowed to leave work thirty (30) minutes early, or shall be compensated at the appropriate rate of overtime.

**ARTICLE X**

**Grievance Procedure and Representation Matters**

C. *Labor Management Committee*

Upon request by the Union or the City, a Labor Management Committee shall be held to discuss matters of mutual concern that do not involve negotiations. Attendance at Labor Management Committee meetings shall be limited to two (2) bargaining unit employees designated by the Union, and two (2) persons designated by the City, unless otherwise mutually agreed upon by the parties. The party requesting the meeting shall submit a written agenda of the items it wishes to discuss at least five (5) working days prior to the date of the meeting, unless otherwise mutually agreed upon by the parties. This Section shall not be applicable to any matter that is being processed pursuant to the grievance procedure set forth in this Agreement. The date, time and place for Labor Management Committee meetings shall be mutually agreed upon by the Union and the City. If such a meeting is held during the regular working hours of any bargaining unit employee on the Committee, that employee shall not lose any compensation for attending the meeting. Otherwise, attendance at such meeting shall not be considered as time worked for the employees involved.

**ARTICLE XI**

**Seniority**

E. *Layoff*

In the event of a layoff, employees shall be laid off in inverse order of seniority excluding mechanics. The City will give thirty (30) days notice to the Union and the affected employee or employees to be laid off. In the event of a layoff, the Union will have the opportunity to meet with the City and discuss alternatives before the City actually lays off employees.

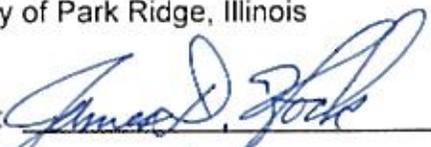
F. *Recall*

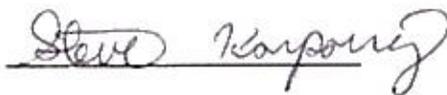
Before new employees are hired, the City will recall employees in the inverse order of layoff, so long as the employee is qualified or can become qualified to perform the available work. In the event of a recall, the employee shall have seniority rights restored.

Agreed:

City of Park Ridge, Illinois

IUOE, Local 150

By: 

By: 

Date: 5/6/11

Date: May 6, 2011



## CITY OF PARK RIDGE

505 BUTLER PLACE  
PARK RIDGE, IL 60068  
TEL: 847/ 318-5200  
FAX: 847/ 318-5300  
TDD: 847/ 318-5252

URL: <http://www.parkridge.us>

### Letter of Understanding Between the International Union of Operating Engineers, Local 150 and the City of Park Ridge

#### Re: Overtime

This is an informal understanding between the Union and the City, which shall not be considered a part of the collective bargaining agreement. During the remaining term of the collective bargaining agreement between the parties, the City will make every effort to distribute overtime fairly and equally.

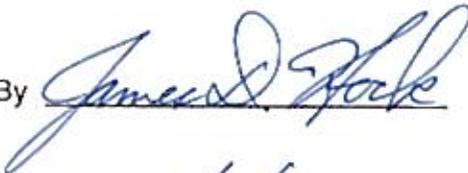
If necessary, meetings will be held upon request of either the union or the City with the members of the meeting mutually agreed upon by the parties.

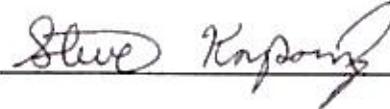
This letter of understanding shall be in effect for the term of the Memorandum of Agreement expiring on April 30, 2012.

Agreed:

City of Park Ridge, Illinois

IUOE, Local 150

By 

By 

Date 5/6/11

Date May 06, 2011