

Resolution

FI-R-0467-20

AUTHORIZATION OF MEMORANDUM OF AGREEMENT WITH  
THE INTERNATIONAL UNION OF OPERATION ENGINEERS, LOCAL 150  
PUBLIC WORKS EMPLOYEES

WHEREAS, the Illinois Public Employee Labor Relations act has established regulations regarding union recognition and collective bargaining in the State of Illinois, and

WHEREAS, a group of Local 150 employees in the DuPage County Public Works Department did authorize Local 150 as their exclusive bargaining agent under the terms and conditions of the Act, and

WHEREAS, the County and Local 150 have been bargaining in good faith to reach agreement on a Memorandum of Agreement, and

WHEREAS, the union members have ratified a tentative agreement.

NOW, THEREFORE, BE IT RESOLVED that the County Board does hereby ratify, accept, and adopt the Memorandum of Agreement attached to this resolution between Local 150 and the County of DuPage, and

BE IT FURTHER RESOLVED that the County Board Chairman be authorized to execute said Memorandum of Agreement, and

BE IT FURTHER RESOLVED that the County Clerk transmit a copy of this resolution to the Human Resources Department, County Board Office and the DuPage County Public Works Department.

Enacted and approved this 25th day of August, 2020 at Wheaton, Illinois.

\_\_\_\_\_  
DANIEL J. CRONIN, CHAIRMAN  
DU PAGE COUNTY BOARD

Attest: \_\_\_\_\_  
JEAN KACZMAREK, COUNTY CLERK

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150 &  
DUPAGE COUNTY**

**WHEREAS**, the International Union of Operating Engineers, Local 150 and DuPage County are parties of a collective bargaining agreement for certain employees of the Department of Public Works.

**WHEREAS**, due to the current public health crisis, and the realized and anticipated reduction in revenues and anticipated cash flow issues, the County finds it prudent to temporarily suspend the provisions of the parties collective bargaining agreement allowing for the employee to elect, upon completion of five (5) and fifteen (15) years of continuous service, to receive monetary payment for their earned vacation accrual; and

**WHEREAS**, due to the proposed temporary suspension of the provisions of the collective bargaining agreement, the County finds it prudent to temporarily allow employees to increase the carryover of vacation from one (1) year to the next from up to ten (10) days of vacation to up to fifteen (15) days of vacation, according to their normally scheduled biweekly hours, not to exceed fifteen (15) days; and

**NOW, THEREFORE BE IT RESOLVED**, the parties agree as follows:

1. Article 11, Section 11.2(G) of the parties collective bargaining agreement is temporarily revised to hereby suspend the employee's ability to elect and to receive, monetary payment for their earned vacation accrual upon completion of five (5) and fifteen (15) years of continuous service.
2. Article 11, Section 11.2(F) of the parties collective bargaining agreement is temporarily revised to hereby allow employees to carry over up to fifteen (15) days of vacation from one (1) year to the next not to exceed fifteen (15) days, according to their normally scheduled bi-weekly hours, that may be used any time prior to December 31, 2021.
3. Employees shall not be permitted to carry over more than fifteen (15) days of vacation from calendar year 2020 to calendar year 2021.
4. Article 11, Section 11.3(B) of the parties collective bargaining agreement is temporarily revised to hereby allow that upon separation, employees will receive monetary compensation for all earned vacation time which consists of the number of vacation days currently accrued based on the employee's years of service and a maximum of 15 days of banked vacation time. According to the Section this amount shall not exceed a maximum of 40 days. Employees will receive any earned vacation payout on their last paycheck.
5. The aforementioned temporary revisions shall not apply to County employees that have submitted a written notice of their intent to retire or voluntarily terminate employment with

DuPage County, and all policies of the collective bargaining agreement related to payout of accrued vacation time shall still be in effect as to those County employees that have submitted a written notice of their intent to retire or voluntarily terminate employment with DuPage County.

6. Employees shall be permitted to sell vacation time starting December 1, 2021.

7. Effective upon execution of this Agreement, in consideration for the agreement to the aforementioned temporary revisions, it would be the intent of the County to not layoff any bargaining unit employees or place any bargaining unit employees on furlough leave. In the event that revenue and /or cash flow realities dictate that it will be necessary to layoff and/or furlough bargaining unit employees, the aforementioned temporary revision shall cease immediately.

8.. The aforementioned temporary revisions shall become effective upon execution of this Agreement and shall expire on December 1, 2021 or sooner in accordance with 7. hereinabove.

9. Upon expiration of the aforementioned temporary revisions, that parties collective bargaining agreement shall revert back to the provisions as previously existed immediately preceding the approval of these temporary revisions.

**International Union of Operating Engineers,  
Local 150**

**DuPage County**

*Signature on File*

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**Date:** 8/14/2020

**Date:**

Attachment: Memorandum of Agreement - IUOE, Local 150 Public Works Employees\_Redacted (FI-R-0467-20 : Authorization of Memorandum of