

**Summary of Changes
12/16/14**

AGREEMENT

Between

CITY OF ROCHELLE

Divisions of Street and Cemetery

And

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL 196

May 1, 2014 through April 30, 2019

ARTICLE 12 - UNPAID LEAVES OF ABSENCE

Section 12.4 FMLA

~~Both parties agree to follow the Family and Medical Leave Act with applicable law and policy in effect at time of execution. as provided in Exhibit C~~ Family medical leave shall be governed by applicable law and the City's Family Leave policy in effect as of the date of this agreement.

ARTICLE 19 - VACATIONS

Section 19.8 Compensatory Time Employees may accumulate compensatory (comp) time in lieu of overtime. Hours worked at time and one half shall accumulate at a rate of 1.5 hours of comp time per hour worked. Hours worked at the double-time rate shall accumulate at 2 hours of comp time per hour worked. Comp time may be accumulated up to a maximum of sixteen (16) hours used per calendar year.

Requests to take comp time off shall normally be made to the Superintendent of streets five days prior to date desired. However, at the discretion of the Superintendent compensatory time may be used with less than 5 days' notice. The Superintendent's decision to approve or deny requests for compensatory time off shall be reasonable and final.

ARTICLE 20 - GROUP INSURANCE

Section 20.1 Group Insurance Benefit Subject to the provisions of this Article, Employer shall

provide health insurance coverage for each regular full-time employee (and where properly elected by the employee, for the employee's dependents) beginning the first of the month following the first 30 days of continuous employment.

Employees shall pay a percentage of the total premium for the chosen level of health coverage according to the following schedule:

Coverage Level	01-01- 12 15	01-01- 13 16	01-01- 14 17	01-01-18	01-01/19
Employee Only	15 5 %	15 10 %	15%	15%	15%
Family*	15 13 %	15 14 %	15%	18%	18%

ARTICLE 22 - HOURS OF WORK AND OVERTIME

Section 22.4 Standby An employee assigned to stand by (on a weekly or daily basis) shall receive the following pay:

~~Pager pay will be \$38.00/day, Monday-Friday, \$43.00/day, Weekends and Holidays Effective 5-1-12 p~~ Pager pay will be \$39.00/day, Monday-Friday, \$44.00/day, Weekends and Holidays

ARTICLE 26 - DURATION AND TERMINATION

Section 26.1 Term and Notice This Agreement supersedes and replaces all previous agreements; and shall remain in full force and effect until midnight of April 30, 201~~4~~9 and shall automatically continue in full force and effect from year to year thereafter unless written notice of desire to terminate or modify this Agreement is given by either party to the other in writing by registered mail post-marked at least ninety (90) days and no more than one hundred twenty (120) days prior to the aforesaid termination date or automatically continued termination date. If such notice is given, the Agreement shall terminate as of April 30, 201~~4~~9.

Executed this _____ day of _____, 201~~4~~.

**Retroactive pay for all compensable hours worked to 5/01/14

**EXHIBIT A
WAGE SCHEDULE**

Effective 5/01/14

3%

Months	0-6 mos.	7-18	19-30	31-42	43-54
Minor Maintenance	18.95	20.14	21.3	22.41	23.62
Operator	23.7	25.17	26.63	28.02	29.51
Lead Person					30.51
Foreman					32.51

Effective 5/01/15

3%

Months	0-6 mos.	7-18	19-30	31-42	43-54
Minor Maintenance	19.52	20.74	21.94	23.08	24.33
Operator	24.41	25.93	27.43	28.86	30.40
Lead Person					31.40
Foreman					33.40

Effective 5/01/16

3.25%

Months	0-6 mos.	7-18	19-30	31-42	43-54
Minor Maintenance	20.15	21.41	22.65	23.83	25.12
Operator	25.20	26.77	28.32	29.80	31.38
Lead Person					32.38
Foreman					34.38

Effective 5/01/17

3.25%

Months	0-6 mos.	7-18	19-30	31-42	43-54
Minor Maintenance	20.8	22.11	23.39	24.6	25.93
Operator	26.02	27.64	29.24	30.77	32.4
Lead Person					33.4
Foreman					35.4

Effective 5/01/18

3.25%

Months	0-6 mos.	7-18	19-30	31-42	43-54
Minor Maintenance	21.48	22.83	24.15	25.4	26.77
Operator	26.87	28.54	30.19	31.77	33.45
Lead Person					34.45
Foreman					36.45

* Operator/Mechanic: additional \$.25 per hour when working as mechanic.

** Lead Person: 0-6 months in class \$.50 per hour above Top Operator rate.
Over 6 months in class \$1.00 per hour above Top Operator rate.

*** Foreman: 0-6 months in class \$1.50 per hour above Top Operator rate.
Over 6 months in class \$3.00 per hour above Top Operator rate.

EXHIBIT C

FAMILY AND MEDICAL LEAVE POLICY

Exhibit ~~D~~ C (New Exhibit)

Part-time Maintenance Staff for Koritz Field

This exhibit describes the agreement between the City of Rochelle Divisions of Street and Cemetery and the International Brotherhood of Electrical Workers Local 196 to recognize the Part-Time Maintenance Staff for Rochelle Municipal Airport -- Koritz Field.

1. Based on an equity adjustment and General Wage Increase, the Wage Schedule for this position shall be as follows:

5/1/2014	5/1/2015	5/1/2016	<u>5/1/2017</u>	<u>5/1/2018</u>
\$12.57	\$12.94	\$13.36	\$13.80	\$14.25

2. The position will have bargaining unit duties and responsibilities to remove snow from airport runway, ramp, sidewalks, and taxi-way surfaces and to maintain the airport facility and grounds. This position will work with other Street Department personnel in their duties at the airport. Maintenance Staff duties will also require them to operate all necessary equipment and tools to complete their duties as described.
3. The Airport Maintenance position may be assigned to additional non-bargaining unit duties of work related to the Line Staff job as directed by the supervisor. These non-bargaining unit jobs include but are not limited to customer service, moving planes, fueling planes, and other flight line duties. Job and duty assignments shall not be subject to the Grievance procedure.
4. The Airport Maintenance position will be allowed to work a flexible schedule, to be scheduled by the supervisor. They can work weekends for straight time but must be paid overtime after 40 hours of work. The 7-day work week will constitute Monday through Sunday. This part-time position is defined by section 1.4 of the CBA agreement.