

## Side Letter

This is a Side Letter to the 2016-2019 collective bargaining agreement (CBA) between the Village of Palatine and the International Union of Operating Engineers Local 150 (Union), with respect to 2020 wages. The parties hereby agree as follows:

1. The CBA is extended through December 31, 2020.
2. A 2.5% increase is effective January 1, 2020, for all positions except Mechanic 1 in accordance with Attachment "A". If a Cost of Living Adjustment greater than 2.5% is given to non-represented step employees as of January 1, 2020, then the increase for the bargaining unit shall be the same as that given to the other full-time non-represented step plan employees. If a Cost of Living Adjustment less than 2.5% is given to non-represented step plan employees as of January 1, 2020, then the Union can either elect to accept the same increase given to non-represented step plan employees or terminate this side letter and negotiate a successor agreement.
3. Effective May 1, 2020, the Village will continue to contribute for single coverage, single plus one coverage and family coverage; rate increases will be determined by the Fund but shall not exceed 10% of the rates in effect immediately prior to May 1, 2020.
4. The amount of an employee's wellness benefit contribution pursuant to Section 14.6 (Wellness Benefit Contribution) of the CBA shall be calculated by the Village as follows:
  - It shall be the difference between the Village's cost under the CBA for the employee's participation in the Midwest Operating Engineers Health and Welfare Fund (Union Plan) and the amount the Village would have otherwise contributed towards health insurance coverage under the Village Medical Plan (currently known as the High PPO) for the same employee for the same period of time at the same participation category (employee, employee plus one, or family coverage), assuming the Union Plan cost is greater than the Village Medical Plan. The following examples are illustrative of how the agreed upon formula will be administered:
    - *Example 1:* If the cost of single coverage under the Union Plan is \$630 per month and the Village contribution for single coverage under the Village Plan would have been \$600, then the wellness benefit contribution deducted from the employee's wages would be \$30 per month.
    - *Example 2:* If the cost of family coverage under the Union Plan is \$1,921 per month and the Village contribution for family coverage under the Village Plan would have been \$1,800 per month, then the amount of the employee's wellness benefit contribution would be \$121 for such month.
  - The monthly deductions shall be split evenly over the first two paychecks of each month.
5. This Side Letter shall remain in full force and effect for the term of the CBA, and during negotiations for a successor agreement.

IN WITNESS WHEREOF, the Village and the Union have executed this Side Letter on the dates set forth hereinafter.

Village of Palatine

By: R.J. OH

Date: 12/3/19

International Union of Operating Engineers  
Local 150

By: J. M. J.

Date: Nov/25/2019

Attachment A

Position	Grade	Hourly Rates							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Asst Bldg Engineer 1	PWU-01	24.15	25.31	27.32	28.63	30.00	31.44	32.54	33.68
Maintenance 1	PWU-02	24.58	25.76	27.81	29.14	30.54	32.01	33.13	34.29
Supply Controller	PWU-03	26.41	27.68	29.88	31.31	32.81	34.38	35.58	36.83
Mechanic 1	PWU-04	24.58	25.76	27.81	29.15	30.55	32.02	33.14	34.30
Utility Tech 1	PWU-05	28.59	29.96	32.34	33.89	35.52	37.23	38.53	39.88
Maintenance 2 / Asst Bldg Engineer 2	PWU-06	28.21	29.56	31.91	33.44	35.05	36.73	38.02	39.35
Unassigned	PWU-07	28.13	29.48	31.82	33.35	34.95	36.63	37.91	39.24
Utility/Meter Service / Utility Tech 2	PWU-08	29.09	30.49	32.91	34.49	36.15	37.88	39.21	40.58
Team Leader / Acting Team Leader	PWU-09	30.52	31.98	34.52	36.18	37.92	39.74	41.13	42.57
Electrician	PWU-10	30.34	31.80	34.33	35.98	37.71	39.52	40.90	42.33
Mechanic 2	PWU-11	30.73	32.21	34.77	36.44	38.19	40.02	41.42	42.87
Technical Team Leader	PWU-12	31.31	32.81	35.41	37.11	38.89	40.76	42.19	43.67