

SIDE LETTER

This is a side letter to the existing collective bargaining agreement between the Village of Palatine (Village) and the Illinois FOP Labor Council (Union) this ___ day of _____, 2024.

WHEREAS the Village and the Union have entered into a collective bargaining agreement (CBA) with a term of January 1, 2023 through December 31, 2025, that covers police officers;


WHEREAS the Village and the Union negotiated some changes to the provisions regarding VACATIONS (Article XI) in the CBA from those in the predecessor CBA;

WHEREAS the Village and the Union now wish to memorialize their mutual understandings and applications of these provisions;

NOW, THEREFORE, the Village and the Union hereby agree as follows:

1. Officers who earn twenty-three (23) days of vacation under Article XI, Section 11.1, paragraph 8, will be granted a fifth (5th) vacation pick during annual vacation/holiday selections, but only if they have completed their twentieth (20th) year of service. This is the only instance where a "partial week" vacation pick is allowed during annual vacation/holiday selections. Officers who receive "partial week" vacation days under Article XI, Section 11.1, paragraphs 3, 4, 5, 6 and 8 (for those with less than twenty years of completed service) will not receive an additional vacation pick during annual vacation/holiday selection. The Union agrees it will not arbitrate any grievances regarding partial vacation picks during the annual vacation/holiday selection that conflict with this Side Letter of agreement.
2. The fifth (5th) vacation pick shall have a weekend (Saturday and Sunday as days off, commonly referred to as "x" days) followed or preceded by three (3) vacation days.
3. The Union Grievance filed December 11, 2023 (GR1211-KGWX) is hereby permanently withdrawn. Nothing herein shall be construed as any admission of prior contract violation by the Village.


FOR THE VILLAGE



3/7/24

Date

FOR THE UNION



3/1/2024

Date