

COLLECTIVE BARGAINING AGREEMENT

between

FOUR RIVERS SANITATION AUTHORITY,

a public employer,

and

TEAMSTERS LOCAL UNION NO. 325,
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

for

Office Clerical and Technical Employees

MAY 01, 2026 through APRIL 30, 2029

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AGREEMENT

THIS AGREEMENT is entered into by and between the FOUR RIVERS SANITATION AUTHORITY, a public employer within the meaning of Sections 3(o) and 20(b) of the Illinois Public Labor Relations Act, hereinafter referred to as "Employer," and TEAMSTERS LOCAL UNION NO. 325, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, a labor organization within the meaning of Section 3(i) of the Illinois Public Labor Relations Act, hereinafter referred to as the "Union."

It is the specific purpose of this Agreement to provide a clear statement of the terms and conditions which the parties' orderly collective bargaining relationship and good faith bargaining have produced with respect to wages, hours, and conditions of employment. As such, it is the express intent of the parties to set forth herein all areas of agreement concerning the bargaining unit employees of the Employer with regard to those mandatory subjects of bargaining. Consistent therewith, this Agreement shall incorporate provisions for the prompt disposition of grievances, including a final method of adjusting disputes concerning the interpretation hereof, and to totally avoid any interruption or interference with service to the Employer's public.

In all instances the provisions of this Collective Bargaining Agreement shall be interpreted in strict accord with the Illinois Public Labor Relations Act, as amended and any other applicable law.

In consideration of the mutual promises and covenants contained herein, the parties, by their duly authorized agents and representatives, do mutually covenant and agree as follows:

ARTICLE 1

RECOGNITION AND COVERAGE

SECTION 1.1 Consistent with the Act and in accord with the Certification of Representation by the State of Illinois State Labor Relations Board in Case No. S-RC-97-97, issued July 21, 1997, the Employer recognizes the Union as the sole and exclusive representative of the Employer's employees in the bargaining unit described in Section 1.2 of this Agreement for purposes of collective bargaining regarding mandatory subjects of bargaining with respect to rates of pay, hours of work, and other conditions of employment.

SECTION 1.2 The provisions of this Agreement shall cover and be applicable to those employees in the "bargaining unit" described and limited as follows:

Included: All regular full-time office and clerical employees in the classifications of Accounting Clerk, Administrative Clerk, Billing and Collections Clerk, Cash Receipts Clerk/Office Helper, Drafter, Engineering Construction Technician I and II, Engineering Coordinator, Engineering Secretary, Financial Services Coordinator, Industrial Waste Pretreatment Inspector, Inventory Clerk, Lab Technician I and II, Mapping Detailer, Mapping Specialist, Meter Reader, Payroll Clerk, Plant Operations Technical Secretary, Pretreatment Technical Secretary, Procurement Coordinator, Sample Preparation Technician, Surveyor Technician, Systems Technician, Technical Secretary, Water Quality Technician II and III, Word Processor.

Excluded: All maintenance and repair employees, Executive Services Coordinator, Staff Services Coordinator, Administrative/Legal Secretary, Systems Operator, Systems Administrator, Laboratory Technician III, Programmer, Programmer Analyst, all managerial, supervisory, confidential, professional and short-term employees as defined by the IPLRA and all other employees of the FOUR RIVERS SANITATION AUTHORITY

SECTION 1.3 The Employer reserves the right to seek applicants for employment and to hire Employees from any source whatsoever and further reserves the right to determine, within its sole discretion, the qualifications for employment and the qualifications of each applicant for employment. The Employer further reserves the right to select Employees for promotion or transfer to supervisory and/or other positions outside the bargaining unit.

ARTICLE 2

INHERENT MANAGEMENT RIGHTS RESERVED

SECTION 2.1 All the rights, powers, functions, and authority which the Employer had prior to the signing of this Agreement (including those with respect to mandatory subjects of bargaining concerning wages, hours, and working conditions) are retained by the Employer except as those rights, powers, functions, or authority are expressly and specifically abridged, modified, or limited by this Agreement, and then only to the extent so specifically and expressly abridged, modified, or limited.

SECTION 2.2

- A. The rights which are vested exclusively in the Employer, except as abridged by an express and specific provision of this Agreement as interpreted in accord with the Grievance Procedure in Article 8, include, but are not limited to, the right: to determine the organization and operations; to determine and change the purpose, composition, and function of any and each of its departments; to set standards for the services to be offered to the public; to direct the Employees, including the right to assign work and overtime (including assigning Employees to different jobs as needed to insure maximum mobility of Employees and efficiency of operations); to introduce new and improved methods or facilities or to change existing methods or facilities; to determine the overall budget; to hire, examine, classify, select, promote, train, transfer, assign, and schedule Employees; to increase, reduce or change the composition and size of the work force, including the right to lay off Employees due to lack of work or funds or other reasons.
- B. To subcontract work for the following business reason(s): excess service requirements, technical or technological reasons, lack or condition of equipment or qualified Employees, or economics (in the event such subcontracting results in a reduction in force the Employer will notify the Union of the business reason(s) and will consider alternatives suggested by the Union).
- C. To establish or modify work schedule, and to determine the number of and specific hours worked; to establish, modify, combine or eliminate job positions and classifications for legitimate business reasons (and not for the purpose of dissipating the bargaining unit; in which event the Employer will provide the Union notice thereof, the reason therefore and will consider alternatives suggested by the Union)
- D. To suspend, demote, discharge or otherwise discipline for just cause and, in connection therewith, to add, delete or alter policies, procedures, rules and regulations; to determine and manage all matters which the Employer is not required to bargain in accord with the Act.

SECTION 2.3 The list of specific rights in this Agreement is not intended to be, nor shall be, restrictive or a waiver of any of the rights of management not listed and specifically surrendered herein, whether or not such rights have been exercised by the Employer in the past. All functions and rights not expressly delegated to the Union and all functions and rights not expressly limited by this Agreement, and then only to the extent limited, are retained by the Employer.

SECTION 2.4 None of the foregoing shall be used in violation of any of the express provisions of this Agreement.

ARTICLE 3

UNION SECURITY

SECTION 3.1 Each Employee shall have the right to choose to become or not become a member of the Union. Such choice shall be solely that of each individual Employee. Neither the Union, the Employer, nor any other person, shall coerce or otherwise interfere with said Employee's free choice to be or not be a member of the Union.

SECTION 3.2 No Union dues, fees, or other payments shall be deducted from an Employee's wages without the Employees written consent. Employees who authorize dues deductions may revoke that authorization at any time between May 1st and May 14th of every contract year. Revocation shall become effective no later than the next payroll cycle, or within 30 days of receipt, whichever is sooner. An Employee's decision to join, not join or withdraw from the Union shall not affect the Employee's status. The Employer and Union shall promptly honor any timely written request from an Employee and cease dues deductions and shall rely solely on Union notification to process such requests.

SECTION 3.3 The Employer shall provide each month to the Union an updated electronic bargaining unit list of Employees, including name, address, telephone number (home and mobile), e-mail address, work hours, classification, date of hire and seniority date.

SECTION 3.4 The Union will provide to the Employer verification that dues deductions have been authorized by the Employee upon request. Employees may provide such authorization for payroll deduction of dues by submitting to the Union a written application form by submitting to the Union an online deduction authorization, or by any other means of indicating agreement allowable under state or federal law.

The Employer shall adhere to the provisions in each due check-off authorization agreed to by the Employee regarding automatic annual renewal of the authorization and the provisions agreed to by the Employee regarding revocation of the authorization only during specified window periods.

Such deductions will be made from the wages due on each pay day and will be promptly remitted to the Financial Secretary of the Union each month.

SECTION 3.5 The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability, including the timely and complete payment of all legal costs and attorneys' fees incurred by the Employer (which attorney shall be as determined solely by the Employer), that shall arise out of or by reason of action taken by the Employer pursuant to this Article.

SECTION 3.6 The Employer shall not solicit, encourage, discourage, assist with, or interfere in the completion, revocation, or submission of any Union membership or dues-authorization forms.

SECTION 3.7. Upon receipt of a separate written authorization, the Employer agrees to deduct from the paycheck of all Employees covered by this Agreement voluntary contribution to

D.R.I.V.E. D.R.I.V.E. shall notify the Employer of the amounts designated by each contributing Employee that are to be deducted from his/her paycheck. The Employer shall transmit to D.R.I.V.E. National Headquarters on a monthly basis, in one check, the total amount deducted along with the name of each Employee on whose behalf a deduction is made, the last four digits of the Employee's Social Security number or their Employee ID number, and the amount deducted from that Employee's paycheck.

ARTICLE 4

NON-DISCRIMINATION

SECTION 4.1 The Employer and the Union agree that there shall be no unlawful discrimination or harassment against any Employee in the application of this Agreement or in any term or condition of employment. Unlawful discrimination or harassment based on race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, ancestry, marital status, familial status, disability, pregnancy or pregnancy-related condition, genetic information, veteran status, citizenship status, or any other status protected by applicable federal, state, or local law is prohibited. The parties agree that in their respective practices and policies, and with regard to the application of any provisions of this Agreement, they shall comply with, and to the extent of, applicable and valid state and federal laws regarding non-discrimination and equal employment opportunity including the ADA which may require the Employer to implement a reasonable accommodation otherwise inconsistent herewith. This section shall not be subject to the grievance procedure contained in Article 8.

SECTION 4.2 Neither the Union nor the Employer shall discriminate against any Employee as a result of an Employee's choice to engage in protected concerted activities, including membership or other proper activities on behalf of the Union, or who refrain therefrom.

SECTION 4.3 The parties have attempted to draft the language in a gender-neutral manner. Consistent therewith, use of either male or female gender in this Agreement shall be construed to also refer to the other. Use of singular form or plural form in this Agreement shall be construed to also refer to the other.

ARTICLE 5

UNION REPRESENTATION ACTIVITIES

SECTION 5.1 All representation activities by or on behalf of the Union, or Employees regarding the Union, shall occur consistent with and to the extent of the specific and express provisions of this Agreement. Except as herein specifically provided, and then only to the extent so provided, no representation activities will occur during working time nor be paid for by the Employer, unless mutually agreed on between the Union and Executive Director or designee.

SECTION 5.2 The Employer shall not unreasonably interfere with legitimate representation activity, during unpaid time, essential to the administration of this Agreement.

SECTION 5.3 The Union shall notify the Employer in writing regarding the names of those non-employee representatives having business and authority to conduct business with the Employer. The Employer shall not recognize any representative or acknowledge the authority thereof until said representative's name and official position have been verified in writing to the Employer. Non-employee representatives of the Union shall be permitted to visit the Employer during normal working hours to talk with Employees of the Employer and/or representatives of the Employer in the course of contract administration. Such visits shall not interfere with any Employees' proper performance of duty.

SECTION 5.4 The Union may designate a maximum of four (4) shop Employees: two (2) from the bargaining unit that is the subject of this Agreement and two (2) from the other bargaining unit of the Employer's Employees represented by the Union) as Stewards. At the Union's request, the authority of a Steward shall be limited to, and not exceed, the investigation and presentation of Grievances pursuant to Article 8 of this Agreement. A Steward shall not have the right nor authority to take strike action or any other action, directly or indirectly, which might interrupt or interfere with the Employer's business. The Employer recognizes these limitations upon the authority of Stewards (and their alternates) and shall not hold the Union liable for any unauthorized acts. A Steward shall not leave his or her work station or job duties during working time to perform any Union duties unless specifically requested to do so by the Employer, in which event the Steward shall not suffer a loss of wages.

A Steward(s) shall be permitted reasonable time off without pay to attend Union meetings provided the Employer receives at least 48-hour prior written notice of said meeting from the Union and the Steward(s) absence at that time shall not interfere with any Employees' proper performance of duty and has the approval of the Executive Director or designee.

SECTION 5.5 One (1) Employee representative, designated in writing, and/or any authorized (per Section 5.3) non-employee Union representative, shall have the right to examine time sheets and other records pertaining to the computation of compensation of any Employee whose pay is the subject of a specific grievance, at reasonable times and with the Employee's prior written consent, a copy of which shall be provided to the Employer prior to such examination.

SECTION 5.6 The Employer shall provide or designate a Union bulletin board of suitable size as space allows. Union bulletin boards shall be placed in areas commonly used by Employees. Such bulletin boards shall be used by the Union exclusively for posting the following type notices:

- (A) Notices of Union recreational and social affairs.
- (B) Notices of Union meetings, appointments, and elections.
- (C) Reports of Union committees or other normal and proper business.

Notices and announcements shall not contain any outside advertisements, anything political or anything reflecting upon the Employer or any of its Employees. There will be no distribution or posting of notices or any kind of literature upon the Employer's property by Employees or by the Union except herein provided.

ARTICLE 6

NO STRIKE

SECTION 6.1 Neither the Union nor any Employee will call, cause, initiate, authorize, participate in, sanction, encourage, or ratify any strike, work stoppage, slowdown, picketing, or the concerted interference with the full, faithful and proper performance of the duties of employment with the Employer, in any manner whatsoever, whether in protest of matters or actions covered by this Agreement, of matters or actions not referable hereunder and not within the normal bargaining relationship between the parties, and whether or not based upon alleged violations of state or federal law nor in sympathy or honor of any other picket line while this Agreement is in effect - the sole exception being the Employee's reasonable fear of imminent danger. The parties specifically agree that neither the Union nor any Employee covered by this Agreement shall refuse to cross any picket line at the Employer's facility, by whomever established - the sole exception being the Employee's reasonable fear of imminent danger. The Union specifically acknowledges that each Employee who holds a position of officer or representative of the Union occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article.

SECTION 6.2 In the event an Employee or Employees engage in any action prohibited by Section 6.1 above, the Union shall immediately disavow such action, in writing and/or in all other forms reasonably required by the Employer, and shall further advise the Employees of their obligation under this Agreement and under the Act and shall direct the Employees to return to work and shall further use its best efforts to achieve a prompt resumption of normal operations. Upon timely complying with the requirements of this Section, the Union, including its officials and agents, shall not be liable for damages for violations of Section 6.1 unless the Union, by its officials or agents, has acted in violation of Section 6.1.

SECTION 6.3 Any Employee who violates the provisions of Section 6.1 of this Article shall be subject to immediate discharge. Any action taken by the Employer against any Employee who participates in action prohibited by Section 6.1 shall not be considered a violation of this Agreement and further, to the extent the Grievance Procedure in Article 8 is otherwise applicable, only the issue of participation or non-participation, and not the discipline taken or any other issue, will be subject to that Grievance Procedure.

SECTION 6.4 During the term of this Agreement the Employer will not occasion or cause any lockout. The Employer shall not lock-out any Employee during the term of this Agreement.

SECTION 6.5 In the event of a violation by an Employee, the Union, or the Employer hereunder, the Union and the Employer shall have the right to enforce any and all legal or equitable rights or remedies.

ARTICLE 7

RULES, DISCIPLINE, AND DISCHARGE

SECTION 7.1 Maintenance of discipline and appropriate conduct is the duty of each Employee. Except as herein specifically provided, establishment of rules, regulations, and other parameters of conduct is the exclusive responsibility of the Employer. No non-probationary Employee covered by this Agreement shall be disciplined without just cause.

SECTION 7.2 Except as otherwise specifically provided herein, the Employer retains the right to establish, adopt, publish, put into effect, change, amend, and enforce reasonable rules and regulations for Employee conduct for safety and to fix the penalties for violation thereof and to determine and implement discipline for violation of such standards. New or amended rules or regulations shall be first posted for ten (10) working days before their effective date, with a copy simultaneously presented to the Union. After posting and prior to their effective date, the Union has the right to challenge the reasonableness of such new or amended rule or regulation through the Grievance Procedure. If grieved, such amendment shall nonetheless be implemented and any further issue arising thereunder during the pendency of that grievance shall include a question of the amendment's reasonableness. If not timely grieved, a rule or regulation shall be irrebuttably presumed reasonable and only the rule's or regulation's application shall be subject to Grievance.

Consistent herewith, the parties acknowledge that, except in extreme situations, the primary purpose of discipline is remedial. Therefore, the Employer recognizes and agrees to utilize the principle of progressive discipline on like matters as follows:

- 1) Written Notice of Oral warning
- 2) Written reprimand
- 3) Final written reprimand, with counseling by Employer and Union
- 4) Discharge

The Employer's agreement to utilize progressive discipline does not prohibit the Employer from imposing more severe discipline which is commensurate with the severity of the offense, up to and including immediate discharge.

The Employer shall notify both the Employee involved and the Union of all disciplinary action more severe than an oral warning. Such notification shall be in writing and shall reflect the specific nature of the offense giving rise to such discipline, the discipline assessed, date of such offense and the direction to the Employee for future behavior.

SECTION 7.3 Discipline shall be assessed as soon as practical after the Employer learns of the occurrence giving rise to the need for disciplinary action and after the Employer has a reasonable opportunity to investigate the facts. The Employer shall confer the appropriate level of discipline at the conclusion of the investigation consistent with Section 7.2; and notify the affected Employee of the discipline within five (5) scheduled working days.

The Employer shall complete any disciplinary investigation within a period of fourteen

(14) business days from the date of the investigation is officially started. An investigation is officially started when the Employer provides written notice to the Employee and to the Union of the allegations and begins the process of gathering information. This period may be extended only upon mutual consent from the Employer and the Union.

Written notices of discipline shall remain in the sequence of progressive discipline for a 12-month period from the date thereof. After disciplinary action is no longer in sequence, such shall remain in an Employee's file solely as a background record. Background records will not be introduced by the Employer to defend a Grievance if the Grievance is based solely upon the question of participation or non-participation in the prohibited conduct.

SECTION 7.4 When the Employer intends to conduct an investigatory interview of an Employee where the results of the interview could result in disciplinary action, the Employee has the right to request representation at such interview from whichever of the Stewards is most available. If the Employee desires such Union representation, no interview shall take place without the presence of that Steward or Local Union Business Agent provided such representative shall make every reasonable effort to be available as soon as practicable. In the event the Employer elects to conduct such interview at a time that Steward is on duty, the representative will be excused from his or her regular duties without loss of pay to attend such interview.

SECTION 7.5 Should any Employee feel that he or she has been unjustly discharged or improperly laid off, said Employee may, within 5 working days of the time of such discharge or layoff or knowledge thereof, file a Grievance under Article 8, beginning with and including the requirements of Step 2. of Section 8.3. If a discharged or laid off Employee does not present a Grievance within said 5 working days, any and all claims that the discharge was not for just cause or that the layoff was improper will be deemed waived.

ARTICLE 8

CONTRACT GRIEVANCE PROCEDURE

SECTION 8.1 A “Grievance” is defined as a dispute, arising between an Employee and the Employer, concerning the interpretation or application of a specific provision of this Agreement, which dispute does not conflict with the Illinois Public Labor Relations Act or other Local, State or Federal Law. The original written Grievance shall at no step of the Grievance Procedure be expanded or enlarged.

SECTION 8.2 It is the intention of the parties hereto to conduct their affairs in such manner that Grievances will not arise and that Grievance claims will be minimized.

SECTION 8.3 All Grievances, as above defined, shall be presented and processed at the various steps and within the time limits hereinafter set forth in an earnest effort to settle such Grievance at the earliest possible time:

Step 1. A Grievance shall be presented verbally to the Employee’s immediate Department Director by the aggrieved Employee and/or Union representative during non-working time. If the Employee requests the presence of a Steward, such initial presentation shall be during non-working time of both the Employee and the Steward. Such Grievance shall be presented within ten (10) business days of the date the Employee knew or reasonably should have known of the event first giving rise to the claim of Grievance. The Employee’s Department Director shall answer said Grievance to the Employee within five (5) business days after the date on which the Grievance was first presented. The solution offered by the Department Director, if accepted, shall settle the Grievance or the Employee may withdraw the Grievance and such shall not be precedent setting.

In the event of a situation giving rise to a Grievance, the Employee shall first complete the assigned work task, and grieve later, unless the Employee reasonably believes that the assignment causes imminent threat to the Employee’s or other Employees’ immediate safety.

An Employee shall not suffer retaliation due to the filing of a Grievance hereunder. Any allegations of retaliation shall be grounds for a new and separate Grievance in accord with this Article.

Step 2. If such is not settled or withdrawn in Step 1, the Grievance shall be presented in writing, and signed by the aggrieved Employee to Human Resources or designee, within 5 business days of the supervisor’s answer to Step 1. The written Grievance must clearly identify all the facts giving rise to the Grievance, clearly and precisely identify all specific contract provisions which it is claimed were violated, and clearly identify the relief requested. The Grievant and Union shall be bound by the specific facts, contractual provisions, and relief requested in the original written Grievance. Human Resources or designee shall answer the Grievance, in writing (with a copy to the Union), to the Employee within 5 business days after the date on which the

Grievance was first presented. The solution offered by the Human Resources or designee, if accepted, shall settle the Grievance.

Step 3. If the Human Resources or designee's answer to Step 2 is considered not satisfactory, the Grievance may, within 5 business days after the day on which the Human Resources or designee's written answer is given, be appealed, in writing, by the Union to the Executive Director. The Executive Director or the Director's designated representative or representatives shall review such appeal. Within 10 business days of such appeal, the Employer and the Union shall schedule a meeting at a mutually agreeable time and place and attempt to resolve the matter. If the parties cannot resolve the matter at said meeting, the Union, within 15 business days of final adjournment of said meeting, may proceed to arbitration in accord with Section 8.4 of this Article.

The Grievant and the Union shall be bound by the specific facts, contractual provisions, and relief requested, in writing, at Step 2, and no facts, contractual provisions, arguments or relief not thusly requested shall be subsequently considered. An extension of time for the filing of a Grievance, answering of a Grievance, or any Grievance meetings may occur by prior mutual written agreement of the parties.

SECTION 8.4 In the event a Grievance is not resolved at Step 3 of Section 8.3 of this Article and the Union timely requests it proceed to Arbitration, such shall occur in accord with the following:

(A) Within 10 calendar days after the Union's request to submit the matter to Arbitration, the Union and the Employer shall attempt to select, by mutual agreement, an impartial Arbitrator. If the parties cannot agree upon an impartial Arbitrator, the Union shall request the Federal Mediation and Conciliation Service to furnish the parties with a panel of 7 regular, neutral Arbitrators. Upon receipt of such list, each party shall strike a name from the list, with the first strike determined by the flip of a coin, until only one (1) name remains, who shall be the Arbitrator.

The Arbitrator shall be notified of his or her selection by a letter from the Union, with a copy to the Employer. Such letter shall include the following: 1) a request that the Arbitrator set a time and location of the Hearing, subject to the availability of the Employer and the Union; 2) a copy of this Section 8.4 and a request for the Arbitrator to confirm acceptance of the terms hereof; and 3) a joint statement of the issue (provided such can be reached by the parties prior to the hearing).

(B) The fees and expenses of the Arbitrator, the hearing room at a neutral location, and a transcribed record shall be borne equally by the parties. Each party shall bear its own costs including those for preparation, witnesses, counsel, and copy of transcript.

(C) Arbitration procedure shall be in accord with the AAA under its Labor Arbitration Rules, unless mutually agreed otherwise by the parties. .

Only in the event of a patent ambiguity of a specific provision of this Agreement will parole evidence, including past practices of the parties, be permissible to assist in

interpreting or applying the terms of this Agreement; and, in no event may such parole evidence, including past practice of the parties, be relied upon to justify or result in an effective modification (whether by addition or deletion) of the express terms of this Agreement. All provisions of this Agreement shall be construed, interpreted and applied in their common meaning. Except as otherwise specifically provided, the specific shall control the general.

(D) The Arbitrator's decision shall be consistent with the Agreement, shall cover only the specific issue in dispute without recommendation on other matters, shall be in writing, shall state the Arbitrator's reasons for decision and shall be served upon all parties to the proceeding or their counsel by certified mail within 60 calendar days of the later of the close of the Hearing or the due date for post hearing briefs. The Arbitrator shall consider and decide only the question of fact as to whether there has been a violation of a specific provision of this Agreement by the Employer. The Arbitrator shall have no power to make a decision contrary to or inconsistent with statutes, final court decisions or administrative rules and regulations which have the force of law, or with this agreement, nor shall the Arbitrator in any way limit or interfere with the powers, duties, and responsibilities of the Employer under law and applicable judicial authority.

The Arbitrator shall have the power to award back pay in cases involving discharge, layoff, or disciplinary suspension of individual Employees. Back pay is defined to be the amount of money which such Employee would have earned had the Employee remained in the full employment of the Employer at the Employee's regular job from the date on which the back pay accrues, excluding overtime pay, minus such amounts as the Employee earned during the same period from other employment and minus other income or compensation including unemployment compensation and other benefits in lieu of earnings received by said Employee. No decision of an Arbitrator in any one case shall require retroactive pay in any other case unless by prior mutual agreement, in writing, of the parties.

The Employer shall have sole discretion relating to the disciplinary action to be taken against the participants in any and all unauthorized or illegal strikes, work stoppages, slowdowns, and walkouts. Such disciplinary action shall not be subject to the Grievance Procedure.

Questions concerning any liability, obligation, or application of or under a state or federal statute or law, or which are or could be the subject of an administrative proceeding, shall not be subject to the Grievance Procedure.

Events which first occurred prior to the date of execution of this Agreement or which occur after the termination of this Agreement shall not be subject to the Grievance Procedure.

(E) The parties shall make a good faith attempt to arrive at a joint statement of facts and issues to be submitted to the Arbitrator. Both the Employer and Union shall have the right to properly request the Arbitrator to require the presence of witnesses and/or documents. Once a determination is made that the matter is arbitrable or if such

preliminary determination cannot be reasonably made, the Arbitrator shall then proceed to determine the merits of the dispute.

(F) Only with regard to a Grievance properly and timely submitted and processed in strict accord herein and otherwise within the jurisdiction of the Arbitrator shall his decision be final and binding upon the Employer, the Union, and the Employees in the bargaining unit.

SECTION 8.5 All Grievances must be presented in compliance with the procedures outlined above. No Grievance will be processed unless the specific provisions, procedures, and time limits are precisely followed. Time limits provided for in the steps of the Grievance Procedure may be extended by prior written mutual agreement. Unless time limits are waived by prior written mutual agreement, Grievances must be appealed and answered within the time limits established in each step of the above procedure or they shall be considered settled on the basis of the timely party's last position.

SECTION 8.6 A written settlement reached at any step of the Grievance Procedure shall be final and binding upon the Employer, the Union, and the Employee(s).

SECTION 8.7 Only one subject matter shall be covered in any one grievance. A Grievance may be filed on behalf of two (2) or more Employees only if the same facts, issues, and requested remedy apply identically to all such Employees.

SECTION 8.8 For the purpose of administering this Agreement, business days are Monday through Friday, except Holidays.

ARTICLE 9

SENIORITY

SECTION 9.1 Seniority, for all purposes under this Agreement, shall be measured from the Employee's last date of hire into the bargaining unit covered by this Agreement or the Maintenance Operations & Repair agreement. The relative seniority of Employees with the same seniority date shall be determined by the month and day of the Employees' respective birthdays. The Employee whose birthday falls earlier in the calendar year shall be deemed to have greater seniority. The year of birth shall not be considered for this purpose. In the rare event that two (2) more Employees share the same hire date and the same birth month and date, relative seniority shall be determined by random drawing of lots. Once this order is established, it shall remain fixed for the duration of the Employees' continuous service.

Unless otherwise expressly provided, seniority shall accumulate unless broken as provided in Section 9.4 of this Agreement. A former Employee shall be considered as a new applicant and shall receive no credit for former seniority which was forfeited by termination of former employment.

SECTION 9.2 Seniority, including type thereof and any rights accruing therefrom, shall be applicable only as expressly provided in this Agreement. An Employee who transfers from one bargaining unit to another carries their seniority from the other bargaining unit for all purposes.

SECTION 9.3 A new Employee shall be considered a probationary Employee until after said Employee has been employed ninety (90) calendar days. The Employer and the Union may, by written mutual agreement (with a copy to the Employee), extend the probationary period up to an additional thirty (30) calendar days.

Except as otherwise specifically provided, a probationary Employee shall not have any rights under this Agreement. Consistent therewith, an Employee can be laid off or discharged at any time during this probationary period without recourse under this Agreement. The Employer, in its discretion, may require an applicant who has been offered employment to undergo a physical exam and or substance testing, consistent with applicable law, including the Americans with Disabilities Act, with the Employer's physician and at the Employer's expense. A positive test for controlled substances, a failed physical, tampering with a test for controlled substances, or refusal to submit to the test or exam shall disqualify the Employee from employment.

Pursuant to state law, a probationary Employee shall be immediately eligible for membership in the Illinois Municipal Retirement Fund. A probationary Employee shall be eligible for holiday pay in accord with Article 16 and group insurance coverage in accord with Article 18 after 30 calendar days of employment. After completion of the probationary period, an Employee shall be considered a regular Employee entitled to all of the benefits provided in this Agreement and seniority credit shall be given retroactive to the date of hire. A regular Employee shall be entitled to the benefits of this Agreement.

SECTION 9.4 Up-to-date seniority lists shall be maintained in the Employer's office. The Employer shall post on the bulletin boards copies of the up-to-date seniority lists within fifteen (15) days after execution of this Agreement and thereafter shall compile and post an accurate

seniority list at least quarterly and shall provide a copy to the Union.

The seniority records of any individual Employee shall be available for inspection by that Employee during normal business hours.

SECTION 9.5 An Employee's seniority shall cease, and employment shall be terminated upon:

- (A) Quitting.
- (B) Discharge for just cause.
- (C) Failure to notify the Employer of intent to return to work upon recall within 72 hours, and failure to return to work upon recall within 5 calendar days after being notified to report for work. Such notification shall be given by certified mail addressed to such Employee at the last address filed with the Employer. It shall be the responsibility of each Employee to have the correct address and telephone number on file with the Employer.
- (D) Absence from work for 3 consecutive working days without notifying the Employer. Notice shall be by telephone to the Employer. Proper giving of notice shall not modify the Employer's right to discipline the Employee for such absence.
- (E) Being laid off or otherwise absent from work for any other reason for a length of time longer than the lesser of one-half ($\frac{1}{2}$) the Employee's seniority at the beginning of layoff or 12 months.
- (F) Seeking or engaging in gainful employment during a leave of absence unless such leave is specifically granted for that purpose or the attempt to collect unemployment compensation during a leave of absence.
- (G) Retirement.
- (H) Proven inability to perform essential functions of the job, even with requested reasonable accommodation.

SECTION 9.6 Except by mutual agreement between the Union and the Employer for good cause, a temporary vacancy created for Employer reasons may be filled by temporary transfer for a period not to exceed ninety (90) calendar days, and thereafter shall be either eliminated or treated as a vacancy for permanent transfer subject to the procedures of this Section. A temporary vacancy created due to a condition of an Employee shall remain a temporary vacancy filled by temporary transfer until such time as the Employee's condition no longer causes a temporary vacancy. Job vacancies for permanent transfers within the bargaining unit shall occur consistent with the following provisions:

- (A) When the Employer determines that a job classification vacancy requiring permanent transfer exists, such shall be posted on all Union bulletin boards by the Employer for a period of 5 consecutive working days.

(B) During the posting period, any regular full-time Employee who believes he or she is qualified for the position may bid for the posted position by completing an electronic job application using the Employer's approved system with a summary of his or her qualifications.

(C) Selection for position shall be determined by skill, knowledge, ability, experience, cross-training in other jobs for the Employer, work record (including attendance or disciplinary matters) physical ability to perform the work, and bargaining unit seniority. Evaluation of an Employee's skill, ability, experience, and cross training shall be based upon an Employee's work record both with the Employer and other employment and any examinations relevant to the position. If all other factors are substantially equal, bargaining unit seniority shall be the determining factor.

(D) A successful bidder shall be given a reasonable trial period, not to exceed 30 calendar days, to satisfactorily perform the work in the new job classification. During the trial period, the Employee shall be paid the greater of the rate of the prior job or the start rate of the new job. Upon successful completion of the trial period, the Employee shall be paid the appropriate rate of the new job. If a successful bidder is unable to satisfactorily perform the work in the new job at any time during the trial period, such Employee shall return to the Employee's prior job. After successful completion of the trial period, the Employee shall no longer be afforded the opportunity to return to the prior position other than via the transfer opportunities otherwise available to all Employees.

ARTICLE 10

LAYOFF AND RECALL

SECTION 10.1 When, in the judgment of the Employer, a reduction in any classification in the work force is necessary, said reduction shall be considered temporary for up to five (5) working days. Any layoffs resulting from such a temporary reduction will be done in inverse order of seniority by classification. On the sixth (6th) working day, the reduction shall be automatically deemed an “indefinite layoff” subject to Section 10.2.

SECTION 10.2 When a reduction in work force exceeds five (5) working days it shall become an “indefinite layoff” and shall be in accord with the following procedure:

- (A) Any Employees who are not regular full-time Employees in the affected job classification(s) shall be first reduced from the affected job.
- (B) Employees in the affected job classification(s) shall next be reduced in order of inverse Seniority, including skill, knowledge, ability, experience, cross-training in other jobs for the Employer, work record (including attendance or disciplinary matters) and physical ability to perform the work.
- (C) An Employee reduced according to subsection (B), may bump into a lower or lateral classification within either bargaining unit, and with retraining, can satisfactorily perform within 10 working days. An Employee bumping under this subsection who fails to satisfactorily perform within ten (10) working days shall be placed on layoff.
- (D) An Employee reduced according to subsection (B), and who cannot bump in accord with subsection (C) above, may bump the least senior Employee in the following classifications:
 - 1) if in the Maintenance unit: Utility Technician or Laborer Helper 1.
 - 2) if in the Office unit: Inventory Clerk, Sample Tech/Courier; Cash Receipts/Office Clerk.
- (E) If the Employee cannot bump under subsection (C) above, such Employee shall be placed on layoff.
- (F) An Employee shall be paid the rate of the job into which the Employee bumps.
- (G) In accordance with Section 3.3, the Employer will provide the Union with written notice of any “indefinite layoff” of bargaining unit Employees, with such notice consisting of a list of all such Employee(s) and date of “indefinite layoff.”

SECTION 10.3 When there is an increase in the work force within a classification and there are qualified Employees on layoff who are still retained on the seniority list, recall within each classification shall be in reverse order of layoff. No new Employee shall be hired into a classification while there is a qualified Employee on layoff who is still retained on the seniority list.

Recall notices shall be sent to the Employee's last known address via certified mail, electronic mail, or any other method that provides verifiable confirmation of delivery. An Employee who fails to respond to a recall notice within ten (10) calendar days of confirmed receipt shall be deemed to have declined the recall and forfeited their recall rights.

The Employer may, as a condition of recall, require an Employee recalled from layoff of at least five (5) working days, to pass a job-related physical examination conducted at the Employer's expense by an Employer-designated physician.

ARTICLE 11

HOURS OF WORK

SECTION 11.1 This Article defines the basic hours of work and shall not be construed as a guarantee of work per day or per week, or of days of work per week. Article 12 shall exclusively contain the provisions concerning the basis for the calculation of overtime.

SECTION 11.2 The work week shall consist of seven (7) consecutive days. Any Employee may be required to work in excess of eight (8) hours in any work day, in excess of 40 hours and/or five (5) days in any payroll period. The beginning and the end of the work week shall depend upon the Employee's function, as follows:

(A) **D Shift Operators.** The basic weekly payroll period shall begin at the ending time of the Employee's weekend shift (either Sunday or Monday) and shall end at the end of the Employee's following weekend shift (either Sunday or Monday); and,

(B) **All other Employees.** The basic weekly payroll period shall begin at the time at 12:01 a.m. Sunday and shall end at midnight the following Saturday.

For all Employees, the regular or normal work day shall be the 24-hour period beginning with the Employee's starting time and shall consist of the Employee's normal schedule of work.

SECTION 11.3 The Employer may fix and/or change the schedule of hours consistent with its goal to best serve the public needs. The Employer shall notify the affected Employee, and the Union, as far in advance, if possible, of any change in the regular schedule. Absent an emergency, the Employer shall provide no less than seven (7) calendar days' advance notice of such changes in an Employee's regular schedule. Any such changes shall be made for legitimate business reason. Work schedules, showing the hours and days to which each Employee in a department is assigned, shall be posted in that department. Due to the nature of the Employer's services, working hours will vary among Employees and shall not be uniform. An Employee may, at the direction of the Employer, be required to work hours other than those for which the Employee is regularly scheduled.

SECTION 11.4 An Employee is required to report for work on the Employee's regular work days and shall receive no less than two (2) hours work or, at the Employer's options, two (2) hours pay in lieu of work, unless posted or individual notices due to emergencies of unforeseen conditions are given the previous day.

SECTION 11.5 Subject to operational needs, each Employee who has an unpaid lunch period shall have a paid 15-minute break period during each half of each work shift. Except in the case of an emergency, each Employee who does not have an unpaid lunch period, shall be permitted one (1) paid 20 minute, uninterrupted, break no more than five (5) hours following the beginning of the Employee's work period and an Employee with an uninterrupted unpaid lunch period shall be scheduled for such unpaid lunch period based upon operational needs. An Employee shall not leave the Employee's designated work station for said lunch and break periods until the scheduled times and shall return to the designated work places immediately upon the termination of those periods. Paid break periods shall be at the time and location required by the Employer for

legitimate business reasons.

SECTION 11.6 The Employer shall make suitable provisions for the recording of hours worked by each Employee and shall have discretion to establish and enforce reasonable requirements concerning the keeping of time.

SECTION 11.7 There shall be no regularly scheduled split shifts. As used in this Agreement, a “split shift” shall mean any workday in which an Employee’s scheduled hours are divided into two (2) or more segments with unpaid time off in between.

SECTION 11.8

- A. If the Employer assigns an Employee to perform the essential functions of a classification other than the Employee’s regular classification, the Employee shall receive the higher of the Employee’s regular rate of pay or the rate of the job for the other classification for a minimum of one hour at the top tier of the rate of the job for the other classification. Any work beyond one hour in the higher classification will get paid for actual time worked.
- B. When an individual working in the technician role seeks to be excused from working standby and secures another Employee to cover those standby hours, the Employee working those hours shall be paid at the technician’s rate (i.e., the hourly rate that would have otherwise been paid to the technician for whom the Employee is covering).

SECTION 11.9 During the first two (2) weeks of December each year (to become effective on or about the first Sunday of the following January), shift preference shall be bid by seniority among qualified Employees (as qualifications are determined by the Employer; in its discretion) within the department and shall remain in effect for the duration of the year. Provided, however, that if a shift opening becomes available that Management desires to fill through attrition (*i.e.*, a resignation, a termination or other permanent vacancy) or the Employer’s change in shift schedules, such openings shall be bid by seniority among qualified Employees (as qualifications are determined by the Employer, in its discretion) within ninety (90) calendar days of the opening or change to shift schedule. If, as a result of the bidding process noted in this Section, there are insufficient Employees to staff the available positions, the Employer may require qualified Employees within the department (as determined by the Employer, in its discretion) to fill those positions in the reverse order of seniority (least to most senior). Nothing in this Section shall otherwise affect the Employer’s right to change or modify work schedules as otherwise provided in this Agreement.

ARTICLE 12

OVERTIME AND OVERTIME PAY

SECTION 12.1 Overtime is mandatory. Overtime shall be first offered to the most senior qualified Employee(s) within the classification and reasonably available and, if necessary, shall be mandated by inverse seniority from among those qualified Employees within the classification and reasonably available. Prior to mandating overtime within the classification, the Employer shall seek volunteers from outside the classification from among those otherwise qualified and reasonably available who have indicated availability for such work by prior written notice to the Employer. No Employee shall work overtime without prior approval of a supervisor. An Employee will be given as much advance notice of overtime as possible.

SECTION 12.2 An Employee will be paid one and one-half (1-1/2) times the Employee's regular rate for all work performed in excess of 40 hours per week. The Employer shall not prevent the Employee from working the Employee's regular schedule for the purpose of preventing weekly overtime.

Notwithstanding the foregoing, for the term of this Agreement, FRSA will allow for overtime to be paid after the completion of an Employee's regularly scheduled hours.

A regularly scheduled shift is defined as beyond eight (8) hours for Employee's regularly for an 8-hour day after twelve (12) hours for Employees regularly scheduled for a 12-hour day.

FRSA will allow for overtime to be paid on weekends. Weekends are defined as the two (2) or three (3) consecutive days off in an Employee's regular work schedule that are not paid time off. Employees who are regularly scheduled for Saturday and Sunday have a weekend assigned that falls Monday through Friday.

There shall be no pyramiding of overtime.

SECTION 12.3 There shall be no duplication or pyramiding of overtime or premium payments.

SECTION 12.4 A paid holiday on which no work is performed, shall be considered as time worked for purposes of computing weekly overtime (in excess of 40 hours per week). With the exception of the Employee's Floating holiday, an Employee who works on an observed holiday shall receive one and one-half (1½) times the Employee's regular rate of pay for all hours worked on that holiday plus holiday pay. An Employee who works on the Floating holiday shall receive straight time pay that day and receive an alternative day off, scheduled by mutual agreement between the Employee and the Employer.

SECTION 12.5 Vacation of no more than 40 hours per payroll week shall be considered time worked for purposes of overtime computation.

ARTICLE 13

UNPAID LEAVES OF ABSENCE

SECTION 13.1 Personal Leave of Absence, without pay and for not more than three (3) working days, may be granted by and at the discretion of the Employer for good cause upon an Employee's written request.

SECTION 13.2 Upon an Employee's written request for good cause shown, General Leaves of Absence, without pay and without loss of Seniority, may be granted, for an Employee who has exhausted all paid leaves of absence, including vacation, for which the Employee was eligible, for a specified purpose and a specified period of time by and at the discretion of the Employer.

SECTION 13.3 Military Leave. Employees who enter active military service of the United States shall have such leave and re-employment rights as may be provided for under the applicable law in effect at the time. Application for said leave shall be submitted to the Employer as far in advance as possible and shall be supported by copies of the Employee's military orders requiring such leave.

SECTION 13.4 An Employee with over 12 months' seniority who, because of illness or injury, requires an unpaid absence of more than ten (10) working days, upon written request, including furnishing satisfactory medical evidence to the Employer, shall be granted an extended medical leave, without pay, for not more than 365 calendar days consistent with the medical evidence. This leave is an additional benefit and is distinct from leave provided under the Family and Medical Leave Act (FMLA). If an Employee has remaining FMLA eligibility, such FMLA leave shall run concurrently with this extended medical leave. However, except during the period it runs concurrently with FMLA, this extended medical leave does not provide FMLA job protections, including the right to reinstatement.

SECTION 13.5 Except as may be otherwise expressly provided either in this Agreement or in a specific written confirmation from the Employer at the beginning of an unpaid leave, or where otherwise required by law, all unpaid leaves of absence shall be:

- (A) without compensation in any form whatsoever; and,
- (B) with a guaranteed return to the Employee's job only for the first sixty (60) days of such leave; and,
- (C) with the Employer's contribution of insurance premiums paid through the end of the month in which the leave begins; and,
- (D) subject to the Employee's rights and enabling responsibilities with regard to the Employee's direct IMRF contributions
- (E) with the continued accumulation of seniority.

SECTION 13.6 False statements made to secure or support a leave of absence shall result in discharge.

SECTION 13.7 All leaves of absence granted for a known term of at least thirty (30) calendar days, and the terms thereof, shall be reduced to writing, with a copy to the Union, prior to the leave of absence.

SECTION 13.8 Provided the Union provides a written request to the Employer at least fourteen (14) calendar days prior to such leave of absence, not more than one (1) Employee at a time shall be granted a Union Leave of Absence, for a period up to ten (10) calendar days, to attend a Union convention or serve in any capacity on other official Union business provided such absence does not create any undue hardship for the Employer.

SECTION 13.9 Other unpaid leaves of absences will be granted when available under, and in accordance with, the Employer handbook and policy, as well as applicable Federal or State law.

ARTICLE 14

PAID LEAVES OF ABSENCE

SECTION 14.1 JURY DUTY LEAVE: A regular full-time Employee, who has completed the probationary period, who is called for jury service shall be granted time off as required in court for up to fifteen (15) working days annually. The Employee shall receive pay only for the straight-time hours the Employee otherwise would have worked. On any day an Employee is released by the court prior to 12:30 p.m. the Employee shall report to work as soon as practicable after such release and complete the Employee's regularly scheduled shift.

Upon completion of jury service, the Employee shall submit to the Employer satisfactory evidence regarding the days served and the amount the Employee was paid by the court before payment can be approved.

SECTION 14.2 FUNERAL LEAVE: A full-time Employee who has completed the probationary period, and who is absent solely because of the death and for attending the funeral of a spouse or domestic partners, all first-degree relatives (parents, siblings, and children), grandparents, grandchildren, aunts, uncles, nieces, and nephews, in-laws of the same types, and adopted parents, adopted children, legal guardians, half- and step-relatives, shall be granted bereavement leave of absence with pay for up to three (3) scheduled work days, one of which must be the day of the funeral. Additional "Family Bereavement Leave" time-off shall be granted in accordance with the Illinois Family Bereavement Leave Act and the Employer's handbook.

Pay for paid funeral leave shall be based on the scheduled hours of work for such Employee per day of leave up to a maximum of the Employee's regularly scheduled straight time hours in any one (1) day, at the Employee's regular straight-time hourly rate and shall be subject to any reasonable requirement for notice of death and proof of relationship.

SECTION 14.3 Where an Employee sustains injury or illness for which payment is required under the Workers Compensation or Occupational Disease Acts, all provisions for payment and benefits shall be in accord with those Acts.

SECTION 14.4 SICK LEAVE: A full-time Employee who has completed the probationary period shall be eligible for sick leave benefits in accord with this Section.

(A) Sick leave time shall be accumulated in an "Hours Bank." An Employee will accumulate into said Hours Bank one (1) day of sick leave time for each month worked.

(B) The maximum hours that can be accumulated by an Employee regularly scheduled to work forty (40) hours shall be 480 hours. As of January 1 each year an Employee's Hours Bank shall be reduced to maximum hours.:

Employees who accumulate hours in excess of the maximum allowable limit in their Sick Leave Accumulation Account as of January 1st of any given year have two (2) options concerning the excess hours, subject to IMRF laws and regulations:

1. The Employee may elect to be reimbursed for eighty percent (80%) of the hours in

excess of 480 hours at their regular hourly rate of pay and to have the remaining twenty percent (20%) of their sick leave balance be continued to the Employee's IMRF Retirement Reserve Account; or

2. The Employee may elect one hundred percent (100%) of the hours in excess of 480 hours to be contributed to the Employee's IMFR Retirement Reserve Account.

(C) Upon receipt of properly required medical substantiation, sick leave benefits, up to the maximum of hours accumulated in the Employee's Hours Bank, shall be paid to an Employee who is unable to work due to:

- 1) Illness or injury not otherwise compensable; or,
- 2) When, through exposure to a contagious disease, the Employee's presence at work would endanger or jeopardize the health of others; or,
- 3) The Employee is qualified under the Family Medical Leave Act (FMLA) and the leave is FMLA eligible; or,
- 4) For other valid reason at the sole discretion of the Employer.

(D) The Employee may elect to use half (50%) of the Employee's Hours Bank to care for a covered family member, in accordance with the Illinois Employee Sick Leave Act.

(E) Upon termination of employment for any reason, an Employee who has at least one (1) year of seniority and is not eligible under subsection E. below, shall receive payment for fifty percent (50%) hours in the Employee's Hours Bank in the amount of the Employee's regular straight time hourly rate.

(F) Upon retirement or death prior to retirement, unpaid, unused sick leave hours in the Employee's Hours Bank and Retirement Reserve Account shall be reported to the IMRF for purposes of crediting an Employee with pension credits as provided for under Illinois State Statutes; sick leave hours earned and accrued in conformity with B.2 above shall be reimbursed to the Employee at retirement or to their estate in case of death.

(G) To the extent paid sick leave benefits under this section may constitute paid leave under the Paid Leave for All Workers Act, the Parties to this agreement hereby explicitly, clearly, and unambiguously waive the requirements of that Act, in accordance with Section 15(n) of the Act (820 ILCS 192/15(n)). Except where otherwise required under the Employee Sick Leave Act, leave provisions shall be governed exclusively by the terms of this Agreement, which may differ from those state mandated provisions under the Act.

SECTION 14.5 False statements made to secure or support a leave of absence shall result in discharge.

SECTION 14.6 FAMILY AND MEDICAL LEAVE: Employees will be granted a leave of absence in accordance with the provisions of the Family and Medical Leave Act. Said leave shall be calculated on a rolling year basis, with the "12-month backward" calculation method set forth in the U.S. Department of Labor's Family and Medical Leave Act regulations). In accordance with

the FMLA, family/medical leave is available for the following reasons:

- (A) Birth and/or care of a newborn child of the Employee;
- (B) Placement of a child into the Employee's family by adoption or by a foster care arrangement;
- (C) In order to care for the Employee's spouse, child or parent who has a serious health condition; and
- (D) A serious health condition which renders the Employee unable to perform one of the essential functions of the Employee's position.

In the case of unpaid leave for the birth or placement of a child, intermittent leave or working a reduced number of hours is not permitted unless both the Employer and Employee agree. If both spouses are employed by the Employer, the combined leave will not exceed twelve (12) weeks.

In the case of unpaid leaves for serious health conditions, the leave may be taken intermittently or on a reduced hours basis only if such leave is medically necessary. If intermittent or reduced hours leave is required, the Employer may, in its sole discretion, temporarily transfer the Employee to another job with equivalent pay and benefits that better accommodates that type of leave.

An Employee on medical leave of absence for a serious health condition as a result of a workers' compensation injury will have such leave designated (and run concurrently) as FMLA leave by the Employer, if the Employee is eligible for FMLA leave.

During family/medical leaves of absence, the Employer will continue to pay its portion of the health insurance premiums and the Employee must continue to pay his/her share of the premium. Failure of the Employee to pay his/her share of the health insurance premium may result in loss of coverage.

If the Employee does not return to work after the expiration of the leave, the Employee will be required to reimburse the Employer for payment of health insurance premiums during the family leave, unless the Employee does not return because of the presence of a serious health condition which prevents the Employee from performing his/her job or circumstances beyond the control of the Employee.

During family/medical leaves of absence, the Employee will accrue employment benefits, such as vacation pay and sick/personal pay, etc. Employment benefits accrued by the Employee up to the day on which the family/medical leave of absence begins will not be lost. Also during the leave, the Employee will not receive pay for holidays during the leave.

Employees must use paid leave in conjunction with FMLA leave; Employees first must use their available sick time and then must use available vacation time once sick time has been exhausted. **NOTE:** That portion of the family/medical leave of absence which is vacation time and/or sick days will be paid according to the Employer's policies regarding vacation time and sick days.

Employees who return to work from a family/medical leave of absence before or on the business day following the expiration of the twelve (12) weeks are entitled to return to their job or an equivalent position without loss of benefits or pay.

Applications for family/medical leave of absence should, where possible, be submitted by the Employee in writing to the Human Resources Department. Applications should be submitted at least thirty (30) days before the leave is to commence, or as soon as possible if thirty (30) days' notice is not possible.

Appropriate forms must be submitted to initiate family/medical leave and to return the Employee to active status. Employees requesting family/medical leave must provide the Employer with the appropriate medical certification. (The Employer also may first designate a leave as an FMLA leave where appropriate, even where Employee has not made such a request prior.)

Release to Return to Work: Employees who wish to return to work from FMLA leave will be required to present a fitness-for-duty release by a doctor prior to being restored to employment.

Any change to the Family and Medical Leave Act shall be immediately adopted and incorporated as part of this section.

General: In addition to the above, Employees may be entitled to leave under the Family and Medical Leave Act as a result of a "qualifying exigency" related to military service and/or to care for a "covered service member". Eligibility for such leaves shall be subject to applicable Federal regulations and to the Employer's policies and procedures, as specified in the Employer's personnel policies (as they currently exist or may be revised in the future from time-to-time).

SECTION 14.7. Other paid leaves of absences will be granted when available under, and in accordance with, applicable Federal or State law.

ARTICLE 15

WAGES

SECTION 15.1 Hourly rates of pay for all Employees are set forth in Appendix A, attached hereto and incorporated herein.

SECTION 15.2 Payday shall be on every other Thursday for the preceding pay period. At the Employee's option, pay may be directly deposited to a financial institution in accord with the Employee's prior arrangements. In the event payday falls on a holiday the employer shall make every reasonable effort to make paychecks available on the last regular workday prior to that holiday.

SECTION 15.3 An Employee regularly or temporarily assigned to a shift shall receive a shift differential, as follows:

B Shift	\$1.15 per hour
C Shift	\$1.25 per hour
D-1 Shift	\$1.90 per hour
D-2 Shift	\$2.90 per hour

SECTION 15.4 An Employee designated by the Employer as on "on-call" status (immediately available at any time for potential emergency duty (including refraining from the use of alcohol or any other controlled substance as required)), shall receive "standby pay" in keeping with the following:

Effective May 1, 2026 -	\$210.00 per week
Effective May 1, 2027 -	\$215.00 per week
Effective May 1, 2028 -	\$220.00 per week

A) Notifications During On-call Status

Employees that are on-call and receive notifications for service that can/are resolved without further mobilization shall be compensated one (1) hour of pay at time-and-one-half of the Employee's normal hourly rate.

Employees that are on-call and receive multiple notifications for service as long as the requested service is self-standing and a separate issue shall receive an additional hour of pay at the rate of one (1) and one-half of the Employee's normal hourly rate.

Under no circumstances shall any Employee receive more that two (2) hours of compensation for any and all notifications for service that occur in any 24-hour time period beginning at 12:01 a.m. through 11:59 p.m. of the same day.

Employees that are not otherwise on-call that are contacted by the on-call Employee for service guidance or personal expertise shall receive the same phone call compensation listed above the actual on-call Employee.

Standby pay shall not be considered in any other pay computations for the Employee.

B) Mobilization for Service

If, in response to a notification for service, an on-call Employee is required to report in person to a work site or field location to perform service (including, but not limited to, utility locates) (defined as a "mobilization"), the Employee shall receive pay of no less than 2 hours (3 hours for mainline backups) at the rate of one and one-half times the Employee's normal hourly rate (the "Mobilization Minimum"). For all work thereafter during the same mobilization, then the Employee shall receive pay at the rate of one and one-half times the Employee's normal hourly rate for all hours worked beyond the Mobilization Minimum.

Under no circumstances shall an Employee pyramid compensation for the same service incident.

SECTION 15.5 Beginning with an Employee's 16th anniversary and thereafter, payable during the Employee's anniversary year, an Employee will receive a lump sum bonus. The bonus will be calculated at the rate of \$50 per year for years 15 to 25 (minimum of \$50 and maximum of \$500).

SECTION 15.6 The Employer may institute or modify a time-keeping system, including the mandatory use of time cards, and require Employees to use the system.

ARTICLE 16

HOLIDAYS AND HOLIDAY PAY

SECTION 16.1 A regular full-time Employee or an Employee at least thirty (30) days into the probationary period shall receive Holiday Pay, computed at the Employee's regularly scheduled daily straight-time hours times the Employee's regular straight-time hourly rate of pay, for the following twelve (12) paid Holidays:

1.	New Year's Day	8.	Veterans' Day
2.	Presidents' Day	9.	Thanksgiving Day
3.	Good Friday	10.	Day after Thanksgiving
4.	Memorial Day	11.	Christmas Eve Day
5.	Independence Day	12.	Christmas Day
6.	Labor Day		
7.	Columbus Day		

The Employer shall annually publish the dates upon which the foregoing days shall be celebrated, which dates may be different for Employees whose normal schedule includes Saturday or Sunday.

SECTION 16.2 To be eligible for holiday pay the Employee must have worked the Employee's last scheduled work day prior to and next scheduled work day after the holiday itself, unless the Employee is on a pre-approved vacation, bereavement leave or paid sick leave, or by mutual agreement otherwise.

SECTION 16.3 Holiday pay shall be paid on the payday following the end of the payroll period in which the holiday is observed.

SECTION 16.4 Floating Holiday. All full-time, regular Employees receive one floating holiday in addition to the Employer's regular paid holidays. The one floating holiday may be used for religious or cultural holidays, Employee birthdays, or other state or federal holidays during which the Employer remains open.

Floating holidays are available on January 1 of each calendar year for all current Employees. A new Employee will receive one floating holiday after six months of full-time employment or January 1, whichever comes first.

Floating holidays must be used in full-day increments. The request must be scheduled and approved in advance by the Employee's immediate supervisor. Whenever possible, floating holiday requests shall be submitted at least thirty (30) calendar days prior to the affected scheduling period. Requests for use of a floating holiday will be granted or denied as soon as possible and, in all cases, within fifteen (15) days after an Employee's written request.

Floating holidays will not be carried over to the next calendar year nor may they be cashed out if not taken or paid upon termination of employment.

ARTICLE 17

VACATION AND VACATION PAY

SECTION 17.1 An Employee shall receive time off with pay annually as vacation and vacation pay in accord with the following schedule:

<u>Years of Continuous Service</u>	<u>Vacation and Vacation Pay</u>
After 90 calendar days	1 work day
After 6 months	5 work days (total of 6 work days)
After 1 years	11 work days (total of 11 work days)
After 3 years	13 work days
After 5 years	16 work days
After 7 years	17 work days
After 9 years	18 work days
After 11 years	19 work days
After 13 years	20 work days
After 15 years	21 work days
After 17 years	22 work days
After 19 years	23 work days
After 21 years	24 work days
After 23 years	25 work days
After 25 years	26 work days

Vacation pay shall be computed on the basis of the Employee's regular straight-time hourly rate at the time the vacation is taken.

SECTION 17.2 Unless otherwise agreed by the Employer by written notice to an Employee, all except 5 days of earned vacation must be taken during the 12-month period following the date earned. It shall be the Employee's responsibility to submit requests for vacation for all available vacation prior to the last 60-day period of the Employee's anniversary year. If an Employee has 5 or fewer days of unscheduled earned vacation remaining in the 30-day period preceding the Employee's anniversary date, the Employee may transfer said vacation to the next year, or receive vacation pay in lieu of taking vacation by written request according to Employer's policies. Vacation may not be transferred unless it is scheduled to be taken within ninety (90) days of the Employee's anniversary.

SECTION 17.3 All vacation shall be scheduled/taken in no less than one (1) hour increments with prior authorization from the Employee's manager or supervisor.

SECTION 17.4 As far as practicable, an Employee's preference for the time of Vacation shall be granted to the extent it does not interfere with the efficient and effective operations of the Employer. Conflicting requests for Vacation submitted during the first fifteen (15) days of the month of January of each calendar year shall be granted or denied on the basis of relative seniority following a 15-day approval review period by the supervisor. After January of each calendar year, where there are two (2) or more conflicting requests for the same period, requests shall be granted or denied on a first come/first served basis. Whenever possible, vacation requests of more than one

(1) day shall be submitted at least thirty (30) calendar days prior to the affected scheduling period. Vacation requests of less than 1 day shall be made as soon as possible. All other vacation will be granted or denied as soon as possible, and in all cases within seven (7) days after an Employee's written request. In the event of an emergency, the Employer may require an Employee to reschedule Vacation subsequent to confirmation, in which event the employer shall make every effort to grant the Employee's subsequent vacation during the following twelve (12) months in accord with the Employee request.

SECTION 17.5 All vacation selections will be granted based on the operational need of the work group. Conflicting requests for vacation submitted during the month of January of each calendar year shall be granted or denied on the basis of relative seniority using only the Employees that are on the same shift as the requesting Employee.

SECTION 17.6 Except as otherwise provided in Section 17.2 vacation pay shall be paid on the payday for the payroll period in which the vacation was taken.

SECTION 17.7 The parties to this agreement hereby explicitly, clearly, and unambiguously waive the requirements of the Paid Leave for All Workers Act, in accordance with Section 15(n) of the Act (820 ILCS 192/15(n)). Paid leave provisions shall be governed exclusively by the terms of this Agreement, which may differ from those state mandated provisions under the Act.

ARTICLE 18

INSURANCE

SECTION 18.1 Subject to the provisions of this Article, the Employer shall continue to provide the opportunity for group health insurance and dental coverage for an Employee, and where appropriate, an Employee's dependents on the same terms and conditions for both bargaining units and for non-unit employees. An Employee wishing such coverage shall enroll for either single or, if otherwise eligible, single/dependent coverage.

Effective during the period from January 1, 2027, through December 31, 2029, the Employee shall contribute toward the premium cost of the Plan according to the following schedule:

<u>Type of Coverage</u>	<u>% of Premium Paid by Employee</u>
Single	15%
Single plus One*	15%
Family	15%

** Single plus One could be expanded to include Employee plus Child and Employee plus Spouse.*

The Employee's contribution shall be by bi-weekly payroll deduction or, if the Employee has no payroll that period, shall be prepaid by the Employee. Except as may be otherwise specifically provided in this Agreement or by law (including the FMLA and COBRA), the Employer's obligation to pay any premium and coverage shall cease at the end of any month in which an Employee ceases active employment.

SECTION 18.2 After thirty (30) calendar days of employment, a probationary Employee shall be eligible for insurance coverage on the same terms as a regular full time Employee, in accord with Section 18.1.

SECTION 18.3 Disability benefits shall be in accord with and governed by the IMRF and with the Social Security Administration.

SECTION 18.4 The Employer shall be relieved of any liability to any Employee or beneficiary other than to maintain its portion of premium payments for the duration of this Agreement. The failure of the insurance carrier to provide for any of the benefits for which it is contracted shall result in no liability of the Employer nor shall such failure be considered a breach by the Employer of any of the obligations under law or by this Agreement; provided, however, the Employer shall have the affirmative duty to take reasonable steps, including legal action, to enforce the contract(s) with the carrier(s). Nothing herein contained, however, shall be construed to relieve the carrier from any liability which it may have to the Employer or to any Employee or beneficiary.

SECTION 18.5 Except as may otherwise be required by law, the Employer shall not be responsible for any contribution of premium or coverage beyond the date of discharge, quit,

engagement in a strike or work stoppage, layoff, leave of absence (except as otherwise provided in writing), or the Employee's failure to timely pre-pay said Employee's portion of the costs of the premium.

SECTION 18.6 The life insurance provided by the Employer to an Employee shall be in the amount of \$50,000, subject to the terms of the involved life insurance policy.

ARTICLE 19

EDUCATION

SECTION 19.1 The Employer shall pay all costs for tuition, fees, and required materials for any course of study or seminar which is required of an Employee to obtain, maintain any professional license or certification necessary for the Employee's role.

SECTION 19.2 An Employee may, by prior written application at least thirty (30) calendar days before the first scheduled class, request from the Employer reimbursement for tuition costs, lab fees, and required books or materials for voluntarily completing courses and/or seminars previously approved by the Employer. The Employer's decision with regard to such application shall be administered fairly and consistently and shall be based upon sound business reasons. Employer will reimburse approved costs up to a maximum of IRS limits per calendar year. Reimbursement is conditioned upon the Employee's receipt of a grade of "C" or better, or in the event of a non-graded course, submission of proof of "Satisfactory Completion."

SECTION 19.3 An Employee shall be paid as if working at the Employee's regular duties for attending classes required by the Employer during the Employee's scheduled hours.

ARTICLE 20

SAFETY

SECTION 20.1 The Employer shall use all reasonable effort to provide reasonably safe working conditions for the Employees covered by this Agreement. The Union and the Employees will follow all reasonable safety rules and regulations established by the Employer and will promptly report to the Employer any condition that appears to be unsafe.

SECTION 20.2 The Employer shall not require an Employee to use any equipment which has been determined to be defective until such time as that defect has been rectified. When an assigned vehicle or item of equipment is found to have a disabling defect or is in violation of laws, an Employee shall notify a supervisor, complete required reports, and follow the supervisor's direction relating to requests for repairs, replacement or operation of said vehicle or item of equipment. No Employee shall fail to obey a direct order of the supervisor concerning use of a vehicle or piece of equipment unless the Employee has reasonable fear of an immediate and significant danger which might arise from such use. Any such fear shall be immediately detailed in writing and fully investigated by the parties and shall constitute evidence of the Employee's good faith.

SECTION 20.3 An Employee involved in an accident of any type or severity shall immediately report the accident and any injuries sustained to the Employer. On the same day of the accident/injury the Employee shall complete a written report on forms supplied by the Employer and shall cooperate fully with the Employer to conclude the Employer's investigation.

An Employee shall not be charged or held financially responsible for loss or damage to Company or customer property while performing the Employee's job duties unless such loss or damage is intentional or due to gross negligence.

SECTION 20.4 The Employer shall determine those Employees for whom uniforms are required, the quantities and type thereof, and shall pay the cost of providing same. The Employer shall further determine those working conditions which require an Employee to use additional safety equipment and/or special items of work clothing and provide same, at its cost, to the Employee during those working conditions. An Employee may request extra uniforms, equipment, or work clothing and, if granted, pay for same through payroll deduction. An Employee shall be responsible for uniforms, safety equipment and work clothing and shall be subject to discipline for unreasonable loss or damage. Upon termination of active employment, the Employee shall immediately return to the Employer all uniforms, safety equipment and work clothing.

SECTION 20.5 The Employer shall provide safety glasses to an Employee whose work conditions require such protection and repair or replace such glasses damaged in the ordinary course of employment. An Employee who requires prescription lenses may, upon damage in the ordinary course of employment or, if undamaged, once annually, submit a written request for reimbursement for frames and lenses (not examination) and provide detailed receipt of purchase. The Employer shall reimburse the Employee for the cost of basic frames and lenses and the Employee shall pay the difference for more expensive glasses. Such prescription glasses are subject to the employer's safety criteria.

SECTION 20.6

The Employer shall provide an annual Boot Stipend of \$200.00 to Employees in positions specifically requiring safety footwear to perform duties at a work site or field location. This stipend shall be paid in one lump sum at the beginning of each calendar year. No specific vendor is required, and Employees are not required to submit reimbursement forms to receive this payment.

ARTICLE 21

SEPARABILITY AND SAVINGS

SECTION 21.1 If any term or provision of this Agreement is at any time during the life of this Agreement in conflict with any applicable valid federal or state law, such term or provision shall continue in effect only to the extent permitted by such law. If, at any time thereafter, such term or provision is no longer in conflict with any federal or state law, such term or provision, as originally embodied in this Agreement, shall be restored in full force and effect. If any term or provision of this Agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this Agreement.

ARTICLE 22

COMPLETE AGREEMENT

SECTION 22.1 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that all such subjects have been discussed and negotiated upon and the Agreements contained in this Agreement were arrived at after the free exercise of such rights and opportunities. Therefore, the Employer and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

SECTION 22.2 The parties understand and agree that this Agreement covers all bargained for conditions of employment, and that the Employer has the right, at its discretion, to change, modify or amend conditions of employment not so covered as its business judgment dictates.

SECTION 22.3 None of the foregoing shall be used in violation of any legal obligation to engage in good faith negotiations concerning any mandatory subject of bargaining.

ARTICLE 23

DURATION AND TERMINATION

SECTION 23.1 This Agreement expresses the complete understanding of the parties hereto on the subjects of wages, working conditions, hours of work, other conditions of employment, and all bargainable subjects; however, this Agreement may, by mutual agreement, be amended or modified, from time to time, in writing, and such amendments or modifications shall become a part of this Agreement when attached to this Agreement and signed by the respective parties; except, neither party is in any way whatsoever required to negotiate or agree to any proposal of the other concerning any possible amendments or modifications.

SECTION 23.2 This Agreement shall be in full force for a three (3)-year duration from May 1, 2026 until midnight of April 30, 2029 and shall continue thereafter in full force and effect from year to year unless written notice of desire to terminate, amend or modify this Agreement is given by either party to the other in writing by certified mail on or before sixty (60) days prior to the aforesaid termination date. In the event such notice is given by either party, the parties shall conduct their first negotiation session no later than forty-five (45) days prior to the aforesaid termination date.

APPENDIX A

WAGES

The job titles and positions identified in this Appendix are assigned the pay grades shown for compensation purposes only. Nothing in this Appendix shall be construed as requiring the Employer to create, fill, or maintain any specific number of positions or as establishing any minimum staffing levels. The Employer retains all rights regarding workforce size, composition, and staffing as provided elsewhere in this Agreement.

**Pay Grade For Each Job Position for
Office, Clerical & Technical Employee Positions**

Pay Grade	Job Position
4H	Inventory Clerk
6H	Bilingual Customer Service Representative
6H	Customer Service Representative
8H	Customer Service Team Lead
8H	Plant Operations Technician Clerk
9H	Lab Analyst I
10H	Purchasing & Administration Support Specialist
12H	GIS Coordinator/Construction Clerk
12H	Plant Operations Coordinator
12H	Supporting Services Coordinator
13H	IWS Compliance Technician
13H	Pretreatment Program Coordinator
14H	GIS Administrator I
1P	Engineering Administrator
2P	Engineering Construction Technician I
4P	Engineering Construction Technician II
4P	Engineering Permit Technician
4P	Surveyor Technician

Each of the four wage tables on the following pages are in effect for the period identified on such table. All new employees are paid using the hourly rates in the “Range Min” column and progress to the next “range” column the first full payroll period of each November, with no further movement once reaching the “Range Max” column.

Ratification Bonus: Employees who are actively employed at the date of ratification by the Employees shall receive a one-time, non-precedential lump sum payment of Eight Hundred Dollars (\$800.00), subject to applicable tax withholdings, within thirty (30) calendar days of

ratification. This payment is a one-time bonus only and shall not be incorporated into any Employee's base rate of pay, nor used in the calculation of overtime, benefits, or any other compensation derived from an Employee's regular rate of pay.

Effective 5/1/26 through 4/30/2027				
HOURLY POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 H	\$16.75	\$19.32	\$22.03	\$24.62
1 H	\$17.46	\$20.20	\$22.94	\$25.60
2 H	\$18.26	\$21.15	\$24.00	\$26.83
3 H	\$19.11	\$22.12	\$25.03	\$28.02
4 H	\$20.13	\$23.21	\$26.34	\$29.47
5 H	\$20.99	\$24.24	\$27.49	\$30.80
6 H	\$22.04	\$25.43	\$28.87	\$32.30
7 H	\$22.99	\$26.59	\$30.19	\$33.75
8 H	\$24.11	\$27.88	\$31.64	\$35.42
9 H	\$25.31	\$29.24	\$33.19	\$37.09
10 H	\$26.52	\$30.66	\$34.80	\$38.94
11 H	\$27.75	\$32.12	\$36.45	\$40.77
12 H	\$29.18	\$33.69	\$38.24	\$42.73
13 H	\$30.63	\$35.34	\$40.14	\$44.85
14 H	\$32.10	\$37.03	\$42.02	\$47.02
HOURLY PARAPROFESSIONAL POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 P	\$27.48	\$30.22	\$32.95	\$35.75
1 P	\$29.55	\$32.54	\$35.46	\$38.40
2 P	\$31.76	\$34.97	\$38.13	\$41.36
3 P	\$34.19	\$37.56	\$40.95	\$44.40
4 P	\$36.74	\$40.34	\$44.05	\$47.77
5 P	\$39.47	\$43.40	\$47.34	\$51.31
6 P	\$42.46	\$46.64	\$50.89	\$55.15

Effective 5/1/27 through 4/30/2028				
HOURLY POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 H	\$17.76	\$20.48	\$23.35	\$26.10
1 H	\$18.51	\$21.41	\$24.32	\$27.14
2 H	\$19.36	\$22.42	\$25.44	\$28.44
3 H	\$20.26	\$23.45	\$26.53	\$29.70
4 H	\$21.34	\$24.60	\$27.92	\$31.24
5 H	\$22.25	\$25.69	\$29.14	\$32.65
6 H	\$23.36	\$26.96	\$30.60	\$34.24
7 H	\$24.37	\$28.19	\$32.00	\$35.78
8 H	\$25.56	\$29.55	\$33.54	\$37.55
9 H	\$26.83	\$30.99	\$35.18	\$39.32
10 H	\$28.11	\$32.50	\$36.89	\$41.28
11 H	\$29.42	\$34.05	\$38.64	\$43.22
12 H	\$30.93	\$35.71	\$40.53	\$45.29
13 H	\$32.47	\$37.46	\$42.55	\$47.54
14 H	\$34.03	\$39.25	\$44.54	\$49.84
HOURLY PARAPROFESSIONAL POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 P	\$29.13	\$32.03	\$34.93	\$37.90
1 P	\$31.32	\$34.49	\$37.59	\$40.70
2 P	\$33.67	\$37.07	\$40.42	\$43.84
3 P	\$36.24	\$39.81	\$43.41	\$47.06
4 P	\$38.94	\$42.76	\$46.69	\$50.64
5 P	\$41.84	\$46.00	\$50.18	\$54.39
6 P	\$45.01	\$49.44	\$53.94	\$58.46

Effective 5/1/28 through 4/30/2029				
HOURLY POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 H	\$18.83	\$21.71	\$24.75	\$27.67
1 H	\$19.62	\$22.69	\$25.78	\$28.77
2 H	\$20.52	\$23.77	\$26.97	\$30.15
3 H	\$21.48	\$24.86	\$28.12	\$31.48
4 H	\$22.62	\$26.08	\$29.60	\$33.11
5 H	\$23.59	\$27.23	\$30.89	\$34.61
6 H	\$24.76	\$28.58	\$32.44	\$36.29
7 H	\$25.83	\$29.88	\$33.92	\$37.93
8 H	\$27.09	\$31.32	\$35.55	\$39.80
9 H	\$28.44	\$32.85	\$37.29	\$41.68
10 H	\$29.80	\$34.45	\$39.10	\$43.76
11 H	\$31.19	\$36.09	\$40.96	\$45.81
12 H	\$32.79	\$37.85	\$42.96	\$48.01
13 H	\$34.42	\$39.71	\$45.10	\$50.39
14 H	\$36.07	\$41.61	\$47.21	\$52.83
HOURLY PARAPROFESSIONAL POSITIONS				
Pay Grade	Range Min	Range Mid1	Range Mid2	Range Max
0 P	\$30.88	\$33.95	\$37.03	\$40.17
1 P	\$33.20	\$36.56	\$39.85	\$43.14
2 P	\$35.69	\$39.29	\$42.85	\$46.47
3 P	\$38.41	\$42.20	\$46.01	\$49.88
4 P	\$41.28	\$45.33	\$49.49	\$53.68
5 P	\$44.35	\$48.76	\$53.19	\$57.65
6 P	\$47.71	\$52.41	\$57.18	\$61.97

Executed at Rockford, Illinois as of the 10th day of June, 2026

**FOR
FOUR RIVERS SANITATION AUTHORITY**



Richard T. Pollack
President, FRSA Board of Trustees

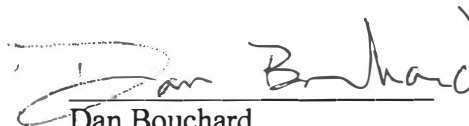


Christopher T. Baer
Executive Director

**FOR
TEAMSTERS LOCAL 325**



Erik Calvert
Secretary/Treasurer, Teamsters Local Union 325



Dan Bouchard
Business Representative, Teamsters Local Union
325