

**MEMORANDUM OF AGREEMENT
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150 &
CITY OF ZION**

WHEREAS, the City of Zion ("City") and the International Union of Operating Engineers, Local 150 ("Union") are parties to a collective bargaining agreement ("Agreement") covering the Clerical Employees with a term effective May 1, 2021 through April 30, 2024 ("CBA");

WHEREAS, the parties negotiated the Agreement during unstable economic conditions and employees did not receive scheduled step increases.

WHEREAS, the parties wish to extend and modify the Agreement to restore wages to the covered employees.

NOW, THEREFORE, the parties agree as follows:

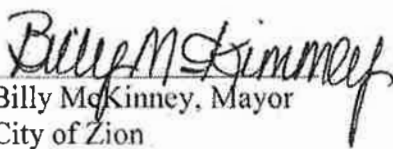
1. The May 1, 2021 through April 30, 2024 CBA shall be extended by two (2) additional years and shall now expire on April 30, 2026.
2. Appendix A shall be amended and attached to include the following wage increases:

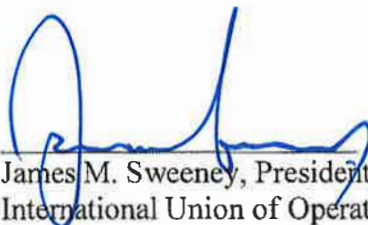
May 1, 2023 – 2.5% to wage scale

May 1, 2024 – 2.5% to wage scale

May 1, 2025 – 2.5% to wage scale
3. All bargaining unit employees shall have the step increases restored to the step they should have been as of May 1, 2023, as if they steps were not frozen during any year of the Agreement.
4. Appendix A shall be amended to eliminate the no layoff clause for the duration of the Agreement.
5. All other terms and conditions of the May 1, 2021 through April 30, 2024 CBA shall remain the same.

AGREED this ___ day of ____, 2023:


Billy McKinney, Mayor
City of Zion


James M. Sweeney, President/Business Manager
International Union of Operating Engineers,
Local 150