

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 150, PUBLIC EMPLOYEE DIVISION**

AND

**THE CITY OF ZION
PUBLIC WORKS EMPLOYEES**

May 1, 2024 through April 30, 2029

AGREEMENT

This Agreement has been made and entered into by and between the City of Zion, Illinois, (hereinafter referred to as the "City") and the International Union of Operating Engineers, Local 150 (hereinafter referred to as the "Union") in a mutual effort to promote sound labor and management relations, to achieve full recognition for the value of employees and the vital and necessary work they perform, and to provide the best possible services for the citizens of Zion. Both parties in accepting this contract recognize the mutual responsibilities of such an agreement and will expend all efforts necessary to maintain efficient and equitable working relationships.

ARTICLE I **RECOGNITION**

SECTION 1.1: RECOGNITION

As certified by the Illinois State Labor Relations Board in Case No. S-RC-01-011, the City recognizes the Union as the sole and exclusive bargaining representative for employees within the following collective bargaining unit:

INCLUDED: All full-time and regular part-time employees in the City of Zion's Department of Public Works in the following job classifications: Service Technician, Leadsman, and Mechanic.

EXCLUDED: All full-time and regular part-time employees in the City of Zion's Department of Public Works in the classifications of: Engineering Technician (Engineering Division) and Administrative Secretary; all supervisory, confidential and managerial employees as defined by the Illinois Public Labor Relations Act; and all other employees of the City.

SECTION 1.2: NEW CLASSIFICATIONS

The City shall notify the Union within fifteen (15) working days of its decision to implement any and all new classifications pertaining to work of a nature performed by employees within the bargaining unit. In the event there is a need for the establishment of new classifications including rates of pay, there will be a meeting for the purpose of establishing such classifications and rates by mutual agreement. Where agreement is not reached by the time work must be started, the City may start work at the rate it believes proper. If the rate mutually agreed on differs from that established by the City, such rate shall be retroactive to the start of work in the classification. If the parties fail to agree on such a rate within thirty (30) days of the start of the work in the classification, the Union may appeal directly to arbitration within the next thirty (30) consecutive calendar days.

ARTICLE II
UNION REPRESENTATION

SECTION 2.1: UNION ACTIVITY DURING WORKING HOURS

Upon prior request and approval of the appropriate supervisor, an employee shall be allowed to attend meetings with management or supervisors scheduled on work time for the purpose of discussing disciplinary grievances provided the employee is directly involved in the matter or is a designated Union Steward or alternate.

Union Stewards shall be allowed to request to use paid leave (e.g., vacation or personal days) or unpaid leave (leaves of absence) for attending Union business. Such requests shall be handled under the same procedures and provisions of this Agreement that apply to such leave requests in all other situations.

SECTION 2.2: UNION BULLETIN BOARDS

The City shall provide one Union bulletin board at the Public Works facility. The Board shall be for the sole and exclusive use of the Union, and shall be separate from other City bulletin boards. Postings shall be of a non-political and non-inflammatory nature and a copy of each posting shall be provided to the Director of Public Works.

SECTION 2.3: UNION STEWARDS

The Union shall designate two (2) duly authorized bargaining unit representatives plus one (1) alternate as the Stewards and will provide written notice to the City to identify the Stewards.

SECTION 2.4: RIGHT TO ACCESS

Union representatives shall be permitted to visit employees of the Public Works Department during working hours for the purpose of ascertaining whether or not this agreement is being observed by the parties, provided that the Union representatives give prior notice to the City where practicable and do not disrupt the employees' work.

ARTICLE III
DUES CHECKOFF AND INDEMNIFICATION

SECTION 3.1: DEDUCTIONS

Upon receipt of a written authorization form submitted by a member of the bargaining unit, the City agrees to deduct the uniform dues or voluntary fair share payments

of any member of the bargaining unit from his pay. Such deduction or voluntary fair share payments shall be remitted to the Union at the address designated by it. The amount of uniform dues or fair share payments established for each employee shall be in effect for the fiscal year or balance of the fiscal year for which such amount was established. The amount of uniform dues or voluntary fair share payments may be changed for any subsequent fiscal year by written notice to the City's Finance Department at least 30 days prior to the beginning of a new fiscal year, or within 30 days after ratification of this Agreement.

SECTION 3.3: INDEMNIFICATION

The Union shall indemnify and hold harmless the City, its elected representatives, officers, administrators, agents and employees from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the City in complying with the provisions of this Article, or in reliance on any written check off authorization furnished under any of the provisions of this Article

ARTICLE IV

MANAGEMENT RIGHTS

SECTION 4.1. MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, The City retains all traditional rights to manage and direct the affairs of the City in all of its various aspects and to manage and direct its employees, including but not limited to the following:

1. To plan, direct, control and determine all the operations and services of the City;
2. To supervise and direct the working forces;
3. To establish the qualifications for employment and to employ employees;
4. To schedule and assign work;
5. To establish work and productivity standards and, from time to time, to change those standards;
6. To assign overtime;

7. To determine the methods, means, organization and number of personnel by which such operations and services are to be made or purchased;
8. To make, alter, and enforce reasonable rules, regulations, orders and policies;
9. To evaluate employees;
10. To discipline, suspend and discharge employees for just cause (probationary employees without cause);
11. To change or eliminate existing methods, equipment or facilities;
12. To establish, implement and maintain an effective internal control program;
13. To determine the overall budget; and
14. To carry out the mission of the City;

provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

SECTION 4.2: WORK NOW, GRIEVE LATER

In order to insure the efficient, orderly, and timely performance of required work, the City and the Union endorse the principle of “work now, grieve later.” Unless an employee has a reasonable belief that a work assignment is extraordinarily and unreasonably hazardous, when judged in relation to the duties customarily performed by members of the bargaining unit, the employee has no right to refuse or delay performance of the required work, subject to the employee’s right to grieve the work assignment after performing the required work in a timely manner. It is understood in this regard that Union representatives do not have the authority to assign work, to approve the assignment of work, or to advise employees not to perform required work.

ARTICLE V

HOURS OF WORK AND OVERTIME

SECTION 5.1: APPLICATION OF ARTICLE

The Article is intended only as a basis for calculating overtime payments, and nothing in this Article or Agreement shall be construed as a guarantee of hours of work per day, per week or per year.

SECTION 5.2: WORKDAY AND WORKWEEK

The normal workday for all full time employees is eight (8) consecutive hours and the normal workweek is forty (40) hours.

SECTION 5.3: NORMAL WORK SCHEDULES

A. The normal working schedules for bargaining unit employees follow:

Streets Division 7:00 a.m. – 3:30 p.m., Mon. thru Fri.

Water & Sewer Division 7:00 a.m. – 3:30 p.m., Mon. thru Fri.

Maintenance 6:00 a.m. – 2:30 p.m., Mon. thru Fri.

B. During the period from Memorial Day to Labor Day, the Superintendent and employees of each Division may agree to institute Summer Scheduling (6:00 a.m. to 2:30 p.m.), provided such agreement shall not be unreasonably withheld. . The Water Division “on-call” employee shall work 7:00 a.m. to 3:30 p.m., Monday through Friday, however on water shut off days the Water Division “on-call” employee shall remain at work until 5:00 p.m. and shall be paid the appropriate rate of overtime in addition to on-call pay. Should the Water Division “on-call” employee require an additional employee for water shut offs, an employee from the rotating overtime list shall be called, starting with the employee with the least amount of overtime hours. Should the Water Division agree to institute Summer Scheduling as defined above, the Water Division “on-call” employee shall work the Summer Schedule, however on water shut off days the Water Division “on-call” employee shall remain at work until 5:00 p.m. and shall be paid at the appropriate rate of overtime in addition to on-call pay.

C. The City reserves the right to adjust schedules on a temporary basis (not to exceed two weeks), provided it gives the Union five (5) working days’ notice of such change.

SECTION 5.4: LUNCH/REST PERIOD

A. Bargaining unit employees shall be granted a one-half (1/2) hour unpaid lunch near the mid-point of each work shift. Employees will be permitted to add ten (10) paid minutes to the beginning of their lunch break to clean up.

B. Bargaining unit employees shall be granted two (2) fifteen (15) paid breaks each day during the first half of the work shift. Employees may collectively elect to merge their two breaks during the first half of their shift.

C. Employees shall be on the work site and the beginning and end of the break period.

- D. If a bargaining unit member works through his lunch and break periods, the employee shall be entitled to be paid at the appropriate rate of overtime.

SECTION 5.5: LIMIT ON REQUIRED OVERTIME

Bargaining unit employees are not required to work more than sixteen (16) hours straight without having at least a minimum of eight (8) hours rest. The only exceptions to this rule are in situations of emergency, as reasonably determined by the City. An employee may be permitted to work beyond a sixteen (16) hour period as previously described with supervisor permission if, in the supervisor's opinion, the employee is mentally alert and shows few visible signs of exhaustion or fatigue. Employees who inadvertently work beyond sixteen (16) hours without supervisory approval will not be disciplined.

SECTION 5.6: OVERTIME COMPENSATION -- REGULAR

Except as provided in Section 5.7 below, an employee shall be paid overtime pay at the rate of one and one-half (1.5) times his regular hourly rate of pay for all hours worked in excess of forty (40) hours in one week. For purposes of this Article, "hours worked" shall be defined to include all compensated hours, except paid sick leave time. Overtime shall be assigned as needed by the Director of Public Works or his designee(s) pursuant to this Article V. Except for the employee on call, all overtime must be approved prior to working by the division supervisor, or in his absence, the Director.

SECTION 5.7: OVERTIME COMPENSATION - WEEKENDS AND HOLIDAYS

An employee who works between 12:01 a.m. on Saturday and 11:59 p.m. Sunday shall be paid at the rate of one and one-half (1.5) times his regular hourly rate of pay for all such hours worked, provided that the employee's regular work schedule does not include Saturday. An employee working on a Sunday shall be paid double time (2x) the employee's regular wage rate for hours worked on the Sunday. An employee working on an observed Holiday shall be paid at the rate of one and one-half (1.5) times his regular hourly rate of pay for all hours worked with a guaranteed minimum of two (2) hours pay. An employee working on the actual Holiday shall be paid at the rate of two (2) times his regular rate of pay for all hours worked for all hours worked, with a guaranteed minimum of two (2) hours pay. This shall be in addition to Holiday Pay provided for in Section 12.3 of the Agreement.

SECTION 5.8: OVERTIME DISTRIBUTION

The Department Head or his designee(s) shall have the right to require overtime work. Employees may not refuse overtime assignments, except for good cause shown. The Department Head or his designee(s), as a general rule, shall take reasonable steps to obtain volunteers for overtime assignments before assigning required overtime work. The Department Head or his designee(s) will try to make overtime assignments within the

division that normally performs the work in which the overtime is needed. Whenever practicable, the Department Head or his designee shall assign overtime on a rotational seniority basis to equalize overtime opportunities within each division. For overtime work which has traditionally been performed by all members of the Public Works Department, reasonable efforts will be made to equalize overtime opportunities. However, specific employees may be selected for special assignments based upon specific skills, ability and experience.

Part-time or non-bargaining unit personnel shall not be used to diminish bargaining unit members' regular hours of work, and shall not be used to perform more than de minimis bargaining unit work which deprives bargaining unit members of overtime opportunities. If bargaining unit employees are not available to perform the work, however, the City may use non-bargaining unit personnel, including supervisors, to perform the work.

SECTION 5.9: CALLBACK

A "callback" is defined as an official assignment of work which does not continuously precede or follow an employee's regularly scheduled working hours. Callbacks shall be compensated for at the appropriate overtime rate of pay, as stated above, for all hours worked on callback, beginning when the employee punches in. There shall be a guaranteed minimum of two (2) hours' pay at the overtime rate for each callback.

SECTION 5.10: PYRAMIDING

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

SECTION 5.11: ON-CALL

Bargaining unit employees are required to carry pagers as provided by the City. This is necessary for the equality of overtime and to ensure prompt response to emergency situations. The carrying of a pager shall not, in and of itself, constitute overtime work. When an employee is called to report to work in a call-out or callback situation, compensable time will begin when the employee punches in to work pursuant to the call-out or callback. Employees on-call shall receive three (3) hours of overtime pay per week for being placed on -call.

SECTION 5.12: EMERGENCY OVERTIME

Responsiveness to emergency overtime call-outs and/or pages will be noted on the annual performance evaluations of bargaining unit members and will be considered as a positive or negative factor in determining the employees' overall evaluation scores. For purposes of this Article, "emergency overtime" is defined as any overtime other than

scheduled overtime. Emergency overtime includes, but is not limited to, snow plowing, work required because of a flood, fire, or storm, and work relating to water line breaks.

SECTION 5.13: COMPENSATORY TIME OFF

In lieu of paid overtime, employees may opt to earn compensatory time off at the appropriate rate (time and one and one-half or double time, as the case may be) for each overtime hour worked. Compensatory time off shall be granted in increments of no fewer than four (4) hours. Employees may not accumulate more than sixty (60) hours of compensatory time each calendar year. Compensatory time shall not carry over from year to year. .

SECTION 5.14: BARGAINING UNIT WORK

The City shall not employ non –bargaining unit employees to perform bargaining unit work while bargaining unit employees are available to perform such work, however this section shall not apply to duties related to leaf and branch programs that of are a non-emergency nature.

ARTICLE VI

SENIORITY

SECTION 6.1: SENIORITY DEFINED

The parties shall agree upon an existing seniority list. After agreement upon the initial seniority list, the term “seniority” shall refer to and be defined as the continuous length of service or employment from the date of last hire as a full-time employee with the City’s Public Works Department. Employees hired on the same date will be ranked in order of seniority alphabetically based on their last name. Seniority accrues retroactively after completion of the probationary period set forth below.

SECTION 6.2: BREAKS IN CONTINUOUS SERVICE

An employee’s employment with the City shall be considered terminated and his seniority broken when he:

- a) Quits;
- b) Is discharged for just cause (probationary employees without regard to just cause);

- c) Is laid off pursuant to the provisions of the applicable Agreement for a period of one year;
- d) Retires;
- e) Fails to report to work at the conclusion of an authorized leave of absence or when fit to return to duty after a medical leave as determined by the employee's doctor. Should the City disagree with the physician, it shall have the right to send the employee to a doctor of its own choosing and expense. Should there be a disagreement between the two doctors, the employee and the City shall mutually select a neutral third doctor whose opinion shall control. The cost of the third doctor shall be borne equally by the employee and the City;
- f) Is laid off and fails to report to work within fifteen (15) work days of being recalled;
- g) Fails to report to work or notify the City during an absence of three (3) consecutive work days unless the employee is unable to do so for reasons beyond his control which could not be reasonably planned for or anticipated.
- h) Once an employee reaches maximum medical improvement (MMI) or inability to perform the job is known, the employee must file for pension or disability within thirty (30) days.

SECTION 6.3: SENIORITY LIST

An updated seniority list will be posted by May 15th of each year. Objections to the accuracy of the list must be made, in writing, to the Director of Public Works within ten (10) working days of the posting. If no objections are made within ten (10) working days of the posting or any revisions thereof, the list shall be deemed accurate. Copies of this list shall be provided to the Union Stewards.

SECTION 6.4: PROBATIONARY EMPLOYEES

An employee is probationary for the first twelve (12) months of employment. The probationary period may be extended an additional six (6) months by mutual agreement of the parties. A newly-hired full-time employee who has previous experience working with the City as a part-time employee shall be credited with one-half of his prior service as time served on his probationary period; provided that the maximum credit such an employee shall receive is three (3) months. Upon the recommendation of the Director of Public Works, the employee's probationary period may be extended up to three (3) additional months. Upon promotion, an employee will serve a 60-day probationary period to determine the employee's fitness for the new position, which probationary period may be extended by thirty (30) days.

If the promoted employee does not pass the probationary period, he shall be advised of the reasons therefor, which reasons shall not be arbitrary, capricious or unreasonable. A probationary employee shall have no seniority, except as otherwise provided for in this Agreement, until he has completed his required probationary period. Upon such completion, he shall acquire seniority retroactively from the date of employment. During a new employee's probationary period, the employee may be disciplined, demoted, suspended, laid off, or terminated at the sole discretion of the City without recourse to the grievance procedure.

ARTICLE VII

FILLING OF VACANCIES

SECTION 7.1: PERMANENT VACANCY

A permanent vacancy is created when the City determines to increase the work force or to fill a new position(s) or when any of the following personnel transactions take place within the bargaining unit: terminations, promotions, resignations or demotions, and the City does not eliminate the position through attrition.

SECTION 7.2: POSTING

Whenever a permanent vacancy occurs in an existing job classification or as a result of the development or establishment of new job classifications, a notice of such vacancy shall be posted on all bulletin boards for five (5) working days. During this period, employees who wish to apply for such vacancy, including employees on layoff, may do so. A job description with a clear and complete explanation of duties and requirements shall be made available for all positions.

SECTION 7.3: FILLING OF VACANCIES

When a vacancy occurs in the bargaining unit, the City will fill the vacancy by selecting the most qualified applicant for the vacancy. The "most qualified applicant" shall be defined as the one who has, overall and in the reasonable opinion of the City, the greatest skills and experience among those filing timely applications to fill the vacancy. When skills and abilities are equal as between two applicants for a position, the City agrees that, in filling the vacancy, an applicant from within the bargaining unit shall have precedence over an applicant from outside the bargaining unit and that an employee-applicant with greater seniority shall have precedence over an employee-applicant with lesser seniority.

ARTICLE VIII

LAYOFF AND RECALL

SECTION 8.1: DEFINITION AND NOTICE

The City in its discretion shall determine whether layoffs are necessary and shall determine which positions or classifications will be subject to layoff. The City shall give the Union at least thirty (30) days notice of any layoffs, and an opportunity to bargain, if the Union requests. For the period of May 1, 2016 to May 1, 2017, the City agrees that it will not layoff any bargaining unit employees.

SECTION 8.2: GENERAL PROCEDURES

If it is determined by the City that layoffs are necessary in any classification covered by this Agreement, any non-full-time employees in the affected classification shall be laid off first, followed by probationary employees in the affected classification, and then followed by the least senior employees in the classification in inverse order of their seniority.

In the event an employee is selected for layoff pursuant to the procedure set forth above, the employee may exercise the right to bump into any classification he may have held, provided it is not a higher level position, provided that he has more seniority than any other person in that classification or position, and provided further that he is or becomes qualified by training and experience to perform the duties of the classification within ten (10) working days of having assumed the classification. In this circumstance, the least senior employee in the classification will then be laid off pursuant to the procedure set forth in the paragraph above, although he may then exercise any bumping rights he may have under this Section. This procedure will be followed until all bumping rights are exhausted.

SECTION 8.3: RECALL OF LAID-OFF EMPLOYEES

Laid off employees shall be placed on a recall list for a period equivalent to two years. If there is a recall in the employee's job classification, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided they are fully qualified to perform the work to which they will be recalled without additional training or if they could become qualified within ten (10) work days of training and experience. Employees on layoff who are recalled to work shall maintain the seniority they accumulated before the layoff. Employees who are eligible for recall shall be given twenty one (21) calendar days notice of recall commencing upon the date of delivery of the recall notice, by certified mail, return receipt requested, at the employee's last address on file with the City. The recalled employee shall report for duty within fifteen (15) work days following receipt of the recall notice, provided the employee has responded to the notice, by telephone or other means, to inform the City of his intent to return within three (3) business days of his receipt of the notice. The City shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation of the employee to provide the City with his current address. If an employee fails to report timely to duty following receipt of a recall notice, his name shall be removed from the recall list.

ARTICLE IX
DISCIPLINARY PROCEDURES

SECTION 9.1: JUST CAUSE

The City agrees with the tenets of progressive and corrective discipline and that it shall be imposed only for just cause (for non-probationary employees). Discipline shall not be exclusive of the following progressive steps of priority:

- A. Oral warning with documentation of such filed in the employee's personnel file;
- B. Written reprimand with copy of such maintained in the employee's personnel file, with a copy delivered to the Union Steward, upon request of the employee;
- C. Suspension without pay with documentation of such maintained in the employee's personnel file, with a copy delivered to the Union Steward, upon request of the employee;
- D. Discharge, with documentation of such maintained in the employee's personnel file, with a copy delivered to the Union Steward, upon request of the employee.

Discipline may be imposed at higher levels where the severity of the offense warrants it. Pursuant to actual imposition of written reprimands, suspension without pay, or discharges, the employee shall be afforded the opportunity to discuss his/her views concerning the conduct causing such disciplinary action. Such discussion should take place as soon as practicable after the Supervisor's action and not be unduly or unreasonably delayed, and the employee shall be informed clearly and concisely of the basis for such action. Furthermore, upon the request of the employee, a representative of the Union (Steward) shall be allowed to *be* present at and participate in the discussion.

SECTION 9.2: RIGHT TO REPRESENTATION

Prior to any pre-disciplinary investigatory interviews with the employee, the employee shall be informed of his/her rights to Union representation due to the fact that disciplinary action may be taken.

SECTION 9.3: EFFECT OF DISCIPLINE

For purposes of disciplinary actions set forth in Section 9.1 above, disciplinary records shall not be used more than twelve (12) months after the event which led to

disciplinary action, provided the conduct which led to the discipline has not recurred during that twelve (12) month period. However, the parties may make reasonable use of disciplinary records in arbitration of matters of progressive discipline.

ARTICLE X

PERSONNEL RECORDS

Upon reasonable advance notice to the City, an employee or his authorized Union representative, with the written consent of the employee, shall have the right to review the contents of his personnel file subject to the following:

- A. Inspections shall occur during regular business hours and at a time mutually agreeable to the City and the employee;
- B. A single copy of any document in an employee's personnel file shall be provided at the City's expense within two (2) work days;
- C. Pre-employment information, or any other information provided in confidence, and any items exempt from inspection under Illinois law shall not be available for inspection or copying; and
- D. An employee who prepares a dissent or reply to any document in his personnel file has the right, by written request addressed to the custodian of his personnel file, to have the dissent or reply included in his personnel file and attached to the document from which it is dissenting or to which it is replying.

For purposes of this Article, personnel records shall refer to files held at City Hall and at Public Works.

ARTICLE XI

GRIEVANCE PROCEDURE

SECTION 11.1: GRIEVANCE DEFINED

A grievance is defined as any difference of opinion, complaint or dispute, including those relating to the discipline or discharge of an employee, between the Union or any employee and the City regarding the application, meaning or interpretation of this Agreement.

SECTION 11.2: GRIEVANCE STEPS

A grievance filed against the City shall be processed in the following manner:

Informal Pre-Step: Oral Discussion with Supervisor

Within three (3) business days of the event giving rise to the grievance or of the day when the grievant, through normal diligence, should have become aware of the occurrence, an employee or Union representative who has a grievance may attempt to resolve the grievance orally with the employee's supervisor. If no such informal resolution is attempted or achieved, the employee or Union representative may file and process a formal grievance in accordance with the following steps and limitation periods.

Step 1 –

Except as otherwise provided below, an employee or Union representative who has a grievance shall submit the grievance in writing to the Director of Public Works specifically indicating that it is a grievance under this Agreement. The grievance shall contain a complete statement of the facts giving rise to the grievance, the provision(s) of this Agreement which are alleged to have been violated, and the relief requested. All grievances must be presented no later than five (5) business days after the end of the informal pre-step period specified above and no later than eight (8) business days from the date of occurrence of the event giving rise to the grievance or eight (8) business days from when the grievant, through normal diligence, should have become aware of the occurrence. The Director of Public Works shall render a written response to the grievant and the Union within seven (7) business days after the grievance is presented or within seven (7) business days of any meeting between the parties if such a meeting is called by the Director of Public Works. Should a meeting be called, it shall be scheduled through mutual agreement between the Director of Public Works and the Local 150 business representative. The grievant, Union Steward and business representative, along with the Director of Public Works, shall be permitted to attend all grievance meetings.

Step 2 –

In the case of a grievance involving a suspension without pay or an involuntary termination, the affected employee or the Union may elect to file the grievance directly at Step 2. Such a grievance must be filed no later than eight (8) business days from the date of occurrence of the event giving rise to the grievance or eight (8) business days from when the grievant, through normal diligence, should have been aware of the occurrence. In the case of a grievance filed at Step 1, if the grievance is not settled at that step and the employee or the Union, if a Union grievance, wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be submitted in writing to the Commissioner of Public Works within eight (8) business days of receipt of the response in Step 1. The grievance in Step 2 shall specifically state the

basis upon which the grievant believes that the grievance was improperly denied at the previous step in the grievance procedure. The Commissioner of Public Works shall investigate the grievance, and if he deems appropriate during the course of such investigation, shall offer to discuss the grievance with the grievant, Union Steward and an authorized business representative of the Union at a time mutually agreeable to the parties. If no settlement of the grievance is reached, the Commissioner shall provide a written answer to the Union, within seven (7) business days of the receipt of the grievance at Step 2 or within seven (7) business days of any meeting between the parties if such a meeting is called. If a settlement is reached, it shall be reduced to writing and signed by the parties.

Step 3 –

If the grievance is not settled in Step 2 and the Union desires to appeal, it should be referred in writing to the City Council within five (5) business days after receipt of the Commissioner of Public Works' response in Step 2. Thereafter, the City Council shall be provided with written material regarding the grievance. The City Council shall submit a written answer to the Union and the grievant within seven (7) business days following the receipt of written material regarding the grievance.

Step 4 – Arbitration

If the grievance is not settled in Step 3 and the Union wishes to appeal the grievance, it may refer it to arbitration, as described below, within fifteen (15) business days of receipt of the City Council's written answer provided in Step 3.

- a. The parties shall attempt to agree upon an arbitrator and a joint statement of the issue or issues. In the event that the parties are unable to agree upon an arbitrator within ten (10) business days after receipt of the notice of referral to an arbitrator, they shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators who are members in good standing of the National Academy of Arbitrators. The parties shall alternatively strike names from the list until only one (1) name remains. The Union shall strike the first name from the first list, and the parties shall alternate first strikes thereafter. The arbitrator shall be notified of his selection by the parties and requested to set up a time and a place for the hearing subject to the availability of the representatives of the City and the Union. More than one grievance may be submitted to the arbitrator where both parties mutually agree in writing.
- b. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation of a specific provision(s) of this Agreement. The arbitrator shall be empowered

to determine the issue(s) raised by the grievance as submitted in writing at the third step or any other issue raised by the Union prior to the request to proceed to arbitration. The arbitrator will have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with any applicable laws or rules and regulations of administrative bodies that have the force or effect of law. Any decision or award of the arbitrator rendered within the limitations of this Article shall be final and binding upon the City, the Union and the employees covered by the Agreement.

- c. The fees and expenses of the arbitrator and the cost of a court reporter, if any, shall be divided equally between the City and the Union; provided, that each party should be responsible for compensating its own representatives and witnesses, and each party shall pay for any transcript it may order.
- d. The arbitrator shall submit his decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later.

SECTION 11.3: TIME LIMITS

Time limits for filing, appealing or responding to grievances may be extended by express agreement between the City and the Union. If a grievance is not filed or appealed within the time limits specified in this Article, the grievance shall be deemed to have been waived. If the City or any of its representatives fails to respond within the required time limits, the grievance shall automatically be moved to the next step. The City must, however, provide a written response at Step 3.

SECTION 11.4: GRIEVANCE DISCUSSIONS AND INVESTIGATIONS

All grievance discussions and investigations shall take place at mutually agreeable times and in a manner which does not interfere with the City operations. If mutually agreed-upon times occur during an employee's duty shift, the employee shall be allowed to attend such meeting without loss of pay. An employee's attendance at such meetings shall not occasion the payment of overtime.

ARTICLE XII

HOLIDAYS

SECTION 12.1: PAID HOLIDAYS

All permanent, full time bargaining unit employees shall receive the following paid holidays:

1. New Year's Day
2. Martin Luther King Day
3. The Friday before Easter
4. Memorial Day
5. Independence Day
6. Labor Day
7. Thanksgiving Day
8. The Friday after Thanksgiving
9. Last Scheduled Day prior to Christmas Day
10. Christmas Day
11. Last Scheduled Day prior to New Year's Day

SECTION 12.2: SPECIFIC APPLICATIONS

- A. If a holiday falls on a weekend, Saturday holidays shall be designated as Friday off and Sunday holidays shall be designated as Monday off.
- B. Newly-hired full-time employees are immediately eligible for holiday pay; however, should the employee leave City employment within the first 90 days of service, any holiday pay received will be deducted from the final paycheck.
- C. In the event an employee does not work the scheduled day before or the day after the holiday, the employee shall be required to provide satisfactory proof of illness or otherwise excused absence before receiving holiday pay.

SECTION 12.3: HOLIDAY PAY

All full time employees shall receive eight (8) hours pay for each holiday. Employees who work on a holiday shall be compensated at double time (2x) for hours actually worked on the actual holiday, with a minimum guarantee of two (2) hours work or pay, plus eight (8) hours holiday pay. Holiday pay will not accrue during any discretionary leave of absence granted under Section 16.4 of this Agreement.

ARTICLE XIII

PERSONAL DAYS

- A. Regular full-time employees are eligible to take two (2) paid personal leave days after completing ninety (90) days of continuous employment. Personal days are to be used during the first full year of employment and annually thereafter during the twelve month period following the employee's anniversary date.
- B. Personal days may be used in half day or 4-hour increments. An employee seeking to use a personal day must give at least seventy-two (72) hours advance notice where practicable. The scheduling of personal days is subject to prior approval of the Director of Public Works or his designee(s), which approval will not be unreasonably withheld.

ARTICLE XIV

VACATIONS

SECTION 14.1: VACATION TIME OFF

Full-time bargaining unit employees shall earn paid vacation days on a monthly basis in accordance with the following schedule:

<u>Years of Completed Continuous Service</u>	<u>Length of Vacation</u>
0 – 4 years	10 work days (or 80 hours)
5 – 9 years	15 work days (or 120 hours)
10 years	16 work days (or 128 hours)
11 years	17 work days (or 136 hours)
12 years	18 work days (or 144 hours)
13 or more years	20 work days (or 160 hours)

Vacation leave will not accrue during any discretionary leave of absence granted under Section 16.4 of this Agreement.

SECTION 14.2: VACATION USAGE

- A. When a holiday falls during an employee's scheduled vacation period, the employee will not be charged with a vacation day for the day when the holiday is observed.
- B. Vacation days must be taken in no less than four (4) hour increments.
- C. Vacation days must be used during the year after the anniversary date in which they are earned. The Director of Public Works may exempt employees from this requirement and allow a carryover of vacation days up to six (6) months of the employee's next anniversary date.

- D. No vacation days may be earned while on a non-work-related medical leave of absence.
- E. No more than two members of the Water Department and no more than three members of the Street Department shall be allowed concurrent vacation time without Department Head/designee approval.

SECTION 14.3: VACATION SELECTION

Vacation requests should be submitted to the Director of Public Works or his designee(s) at least two weeks in advance, and will be considered on a first-come, first-served basis within each division. Simultaneous requests shall be considered in order of seniority. When possible, vacation days must be requested no less than 48 hours in advance.

SECTION 14.4: ACCUMULATED VACATION AT SEPARATION

Upon separation, an employee shall be paid for all unused, accrued vacation time based on the employee's regular rate of pay at the time of separation.

ARTICLE XV

SICK LEAVE

SECTION 15.1: ACCRUAL AND ACCUMULATION

A full-time bargaining unit employee shall be credited with one (1) paid sick leave day for each full month of service. Sick leave will begin to accrue as of the employee's starting date; however, no paid sick leave will be granted until after 90 days of employment. Such days may accumulate to a maximum of one hundred and ~~forty~~ sixty (160) days or 1,280 hours. Sick leave will not accrue during any discretionary leave of absence granted under Section 16.4 of this Agreement.

SECTION 15.2: SICK LEAVE USE

Sick leave shall not be considered a right that an employee may exercise at the employee's discretion, but shall be regarded as a benefit that is allowed for the employee's own personal illness or personal disability or as allowed by Illinois State Statute (820 ILCS 191), and does not extend to caring for ill or disabled family members or any other purpose unless the family member's illness would qualify for coverage by the Family and Medical Leave Act of 1993 ("FMLA").

SECTION 15.3: SICK LEAVE REQUESTS

Each employee requesting a sick day is required to notify the Director of Public Works or his designee(s) as soon as possible before his scheduled starting time.

SECTION 15.4: PHYSICIANS CERTIFICATE/PHYSICAL EXAMINATION

- A. In cases of suspected abuse, the Department Director, or his designee may require a physician's certificate, at the employee's cost, as a condition of granting sick leave of any duration.
- B. When an absence is three (3) days or more, a physician's certificate will be required upon return to work. If a physician's certificate is not supplied, the time will be charged to leave without pay.
- C. Should an employee require five (5) consecutive sick days or more, the employee must furnish a current report from the attending physician indicating prognosis and anticipated length of illness or injury. The employee may also be required to have a physical examination by a physician chosen and paid for by the City to determine length of time the employee will be unable to report to work.

SECTION 15.5: SICK DAYS BONUS PROGRAM

- A. Plan A: Employees with less than 120 unused sick days as of any anniversary date, and who have used less than two (2) sick days since the prior anniversary date, will be given two (2) bonus vacation days, which must be used within the following anniversary year.
- B. Plan B: Employees who have accumulated 120 unused sick days or more as of any anniversary date, and who have used less than three (3) sick days since the prior anniversary date, shall be eligible for five (5) extra days of vacation, which must be used within the following anniversary year. These extra days shall not be cumulative.

Employees who qualify for Plan B cannot receive benefits under Plan A.

SECTION 15.6: PENSION BENEFIT AT RETIREMENT

At retirement, an employee's sick leave days may be credited as days worked for purposes of pension benefits, pursuant to rules of the Illinois Municipal Retirement Fund. For the purposes of this section only, employees shall be permitted to accrue unlimited sick leave days.

ARTICLE XVI

LEAVES OF ABSENCE

SECTION 16.1: FUNERAL LEAVE

Funeral leaves of up to three (3) consecutive work days per incident may be granted with pay due to a death in a full time employee's immediate family, when approved by the Director of Public Works or his designee(s).

- A. Requests for funeral leave are not granted automatically, and the employee may be required to provide proof of death and/or relationship to the deceased.
- B. Immediate family is defined as husband, wife, father, mother, stepfather, stepmother, father-in-law, mother-in-law, son, daughter, step-son, step-daughter, son-in-law, daughter-in-law, aunt, uncle, brother, sister, step-brother, step-sister, adopted child, grandchild, grandparent, or spouse's grandparents or those who are qualified domestic partners as defined in the following:
 - 1. Neither the employee nor the domestic partner is married to another;
 - 2. The partners are not related by blood closer than what would bar them from marriage in the State of Illinois;
 - 3. The individual has resided in the same residence as the employee for at least twelve months previously.

SECTION 16.2: JURY DUTY LEAVE

An employee will be paid his regular compensation for time spent on jury duty but will not be entitled to travel expenses for jury duty. Employees are expected to return to work directly after release from jury duty. Upon the employee's return to work following release from jury duty, any jury duty funds must be turned into the City's Finance Department.

SECTION 16.3: MILITARY LEAVE

Unpaid military leave shall be afforded to affected employees in accordance with applicable law. This leave shall not be charged against vacation or sick leave. An employee must give notice to the Director of Public Works as soon as he is notified of his call to duty.

SECTION 16.4: DISCRETIONARY LEAVE OF ABSENCE

- A. Employees may be entitled to a leave of absence without pay under certain extraordinary conditions. A regular full-time employee who uses all available sick leave and vacation during an extended illness or convalescence, must request an extended medical leave of absence in writing from the Director of Public Works. The granting of a leave will be made on a case-by-case basis by the City Council. The leave of absence will be unpaid and may be extended up to a maximum of six (6) months.
- B. Under the Family and Medical Leave Act, an unpaid leave of absence can also be granted for the care of a newborn, newly adopted or foster child, or for the care of a seriously ill child, spouse or parent. Eligible employees, after at least 12 months of employment, can request a leave of absence up to a maximum of twelve (12) weeks.
- C. To qualify for a leave, the employee must furnish to the Director of Public Works a physician's written statement showing the nature of the illness, injury or disability, or need for leave, and the estimated length of time the employee will be unable to report to work.
- D. Before returning from leave of absence, the employee may be required to have a physical examination by a doctor designated by the City to determine the employee's capacity to perform work assigned.

SECTION 16.5: LIGHT DUTY PROGRAM

Employees from other departments on light duty may perform duties within the department, provided the opportunity is offered first to bargaining unit members eligible for light duty.

ARTICLE XVII

INSURANCE

SECTION 17.1: HEALTH INSURANCE

The City agrees to provide hospitalization and major medical insurance for full time bargaining unit employees and their dependents by contributing toward the cost of such insurance under the Midwest Operating Engineers Local 150 Health and Welfare Fund ("Fund Plan"). In the event that the City's aggregate costs for health insurance for all its City employees is substantially increased as the result of the City employees' coverage by the Union Plan and their exclusion from the health and hospitalization insurance plan for all other employees, the City retains the right either to elect a different insurance carrier or to self-insure, so long as the benefits provided by such insurance continue to be substantially similar.

During the term of this Agreement, the City's contribution to the Union Plan for payment of insurance premiums shall be as follows:

Effective May 1, 2024 through April 30, 2025:

Family	\$2971
Employee Plus One	\$1948
Single	\$974

Effective May 1 of each fiscal year thereafter, the cost of the Fund Plan shall increase no more than ten percent (10%) or the rate set by the actuaries for the Fund Plan.

SECTION 17.2: LIFE INSURANCE

Each full-time employee will be eligible for life insurance benefits to the extent such coverage is provided as part of the Fund's Plan as described in Section 17.1 above.

SECTION 17.3: DENTAL PLAN

Each full-time employee will be eligible for dental benefits to the extent such coverage is provided as part of the Fund's Plan as described in Section 17.1 above.

SECTION 17.4: RETIREE MEDICAL PROGRAM

For an employee who has 20 or more years of service with the City, and who is eligible for and receiving full retirement pension benefits from the Illinois Municipal Retirement Fund ("IMRF"), the City shall contribute 50% (but not to exceed \$150.00 per month toward the cost of retiree-only health insurance coverage and \$200 per month toward the cost of family health insurance coverage) under the Fund Plan for the retiree and his dependents, until the retiree becomes eligible to receive Medicare benefits.

ARTICLE XVIII

EMPLOYEE TRAINING AND EDUCATION

The City agrees to compensate bargaining unit employees for regular working hours spent at training, conferences and seminars which the City requires an employee to attend.

When an employee has agreed to use his own automobile, mileage reimbursement shall be paid at the rate set by the IRS, consistent with City-wide policy. Employees shall be reimbursed for the cost of meals, per the City-wide policy, upon turning in receipts. In the event an employee needs to stay overnight, the City will reimburse the employee the cost of lodging, per City-wide policy, upon turning in receipts.

ARTICLE XIX

SAFETY

The City and its employees are expected to conduct themselves and to perform work in a manner consistent with safe practices and applicable safety laws. In the event an employee reasonably and justifiably believes that his health and safety are in danger due to unsafe working conditions or equipment, he shall immediately inform a supervisor who shall have the responsibility to determine what action, if any, shall be taken, including whether the job should be continued or working conditions should be modified.

ARTICLE XX

LABOR-MANAGEMENT MEETINGS

SECTION 20.1: LABOR-MANAGEMENT CONFERENCES

The Union and the City mutually agree that in the interest of efficient management and harmonious employee relations, meetings shall be held between Union and City representatives when appropriate. Such meetings shall be scheduled within one week of either party submitting an agenda to the other, or at a time mutually agreed upon by the parties, and shall be limited to:

- A. Discussion of the implementation and general administration of this Agreement;
- B. A sharing of general information of interest to the parties;
- C. The identification of possible health and safety concerns.

A Union representative and/or Union Steward may attend these meetings. The City may assign appropriate management personnel to attend.

SECTION 20.2: PURPOSE

It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. Such meeting shall be chaired by the City representative, and there shall be no loss of wages for attendance by Union Stewards and/or affected bargaining unit employees.

ARTICLE XXI
UNIFORMS AND EQUIPMENT

SECTION 21.1: UNIFORMS

The City shall continue to provide currently-required uniforms based upon an annual per-employee allotment of \$300 for the supply of uniforms, or replacement thereof, as needed. Safety shoes must be worn at all times; an employee who purchases safety shoes will be reimbursed up to \$200 , upon presentation of proof of purchase, for the cost of safety shoes each year. All headwear will be supplied by the City. In the case of reimbursement, the employee must provide the original receipt to the Director for approval and reimbursement.

SECTION 21.2: PROTECTIVE CLOTHING AND SAFETY EQUIPMENT

The City shall provide all necessary items of protective clothing and safety gear pursuant to prior practice and procedure. Safety equipment authorized by the City must be used while on duty.

ARTICLE XXII
NON-DISCRIMINATION

Both the City and the Union agree not to discriminate against any employee covered by this Agreement with regard to employment, tenure or condition of employment on the basis of race, sex, creed, religion, color, age, national origin, mental and/or physical handicap. Neither the City nor the Union shall discriminate in any way against any employee on account of his Union activity or his refraining from such activity. Employees and/or the Union asserting a violation of this Article may process a grievance up to but not including arbitration. Employees and/or the Union who are dissatisfied with the disposition of grievances under this article may seek redress before the appropriate federal, state or administrative agency.

ARTICLE XXIII
NO STRIKE/NO LOCKOUT

SECTION 23.1: NO STRIKE

Neither the Union nor its agents or employees, nor any employees covered by this Agreement, agents or employees of the Union will call, initiate, authorize, participate in,

sanction, encourage or ratify any strike, sympathy strike, slowdown, work stoppage, picketing or concerted interference with any matters involving the City or its agents, regardless of the reason for so doing, where such work interruption will result in deprivation of public services.

SECTION 23.2: CONSEQUENCES OF A STRIKE

- A. Resumption of Operations and Union Liability. In the event of action prohibited by Section 23.1 above, the Union and any stewards appointed under this Agreement immediately shall disavow such action and request the employees to return to work, and shall use their best efforts to achieve a prompt resumption of normal operations. The Union, including its officials and agents, shall not be liable for any damages, direct or indirect, upon complying with the requirements of this Section.
- B. Discipline of Strikers. Any employee who violates the provisions of Section 23.1 above shall be subject to discipline, including immediate discharge. The City retains all rights set forth in Section 17(b) of the Illinois Public Labor Relations Act.
- C. Judicial Restraint. Nothing contained herein shall preclude the City or the Union from obtaining judicial restraint and damages in the event the other party violates this Article. There shall be no obligation to exhaust any other remedies before instituting court action seeking judicial restraint and/or damages.

SECTION 23.3: NO LOCKOUT

The City agrees not to lockout employees during the term of this Agreement.

ARTICLE XXIV

WAGES AND OTHER BENEFITS

SECTION 24.1: WAGE RATES

A. WAGES

Wages for the life of this agreement shall be paid according to this Article and to Appendix "A" attached hereto and made a part of this Agreement.

B. STEP INCREASES

Where applicable, all step increases shall be implemented annually, following an advisory review, starting with the employee's date of hire or promotion. The employee shall receive his full step increase conditioned upon the fulfillment of a satisfactory review stating, at a minimum, achievement of normal job requirements.

SECTION 24.2: LONGEVITY

Eligible employees shall receive annual lump sum longevity pay, on or about their anniversary date of employment as follows:

<u>Years of Service as of Anniversary</u>	<u>Longevity Pay</u>
10 years through 12 years	\$600
13 years through 17 years	\$1000
18 years or more	\$1300
21 years or more	\$1750

SECTION 24.3: CERTIFICATION STIPENDS

In addition to the regular wages set forth in Appendix A, employees shall receive an annual lump sum stipend payment in the amount of \$300.00 for obtaining specialty certifications, as long as such certifications are kept current. Said lump sum payments shall not be considered as part of the employee's regular rate for overtime calculation purposes. The maximum number of certifications for which an employee can be compensated is three (3), or a total of \$900.00 per year. Payment of the specialty stipend(s) shall be made on or about the employee's anniversary date. The relevant certifications for which the employee shall be compensated are:

Certified Tree Worker

Certified Arborist

Water Operator's License – Class D

Water Operator's License – Class C

Emergency Vehicle Mechanic Certification (police, Fire, EMS vehicles)

ASE Mechanic Certification* - Master Rating for Auto or Truck

(* Employee may receive a \$150.00 partial stipend after completing the first four of the 8 ASE's required for full Master Certification.)

ARTICLE XXV
COMMERCIAL DRIVERS' LICENSES

The City shall reimburse an employee who is required to possess a CDL as a function of his job. Said reimbursement shall be the cost of renewal at the time the employee renews his license upon the employee's submission of proof of payment of licensing fees and passage of any tests required to obtain or renew his CDL.

ARTICLE XXVI
DRUG AND ALCOHOL TESTING

The City's drug and alcohol policy is included in the Zion City Employee Policy Handbook and is incorporated herein by reference.

ARTICLE XXVII
SAVINGS CLAUSE

If any provision of this Agreement or the application of any such provision should be rendered or declared invalid by any court action, or by reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect and the subject matter of such invalid provision shall be open to immediate re-negotiation. During the course of such negotiations, the No Strike-No Lockout Article shall remain in full force and effect.

ARTICLE XXVIII
COMPLETE AGREEMENT

This Agreement constitutes the complete and entire agreement between the parties, and concludes collective bargaining between the parties for its term. This Agreement supersedes and cancels all prior practices and agreements, whether written or oral, which

conflict with the express terms of this Agreement. If a past practice is not addressed in this Agreement, it may be changed by the City as provided in the Management Rights Article. 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 any subject or matter not removed by law or ordinance from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

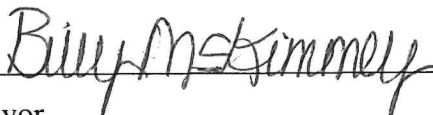
ARTICLE XXIX

TERMINATION

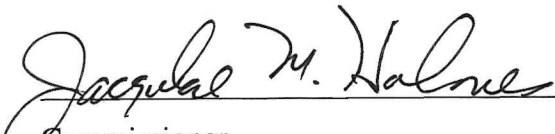
This Agreement shall be effective on the date of execution by both parties and shall remain in full force and effect until midnight on April 30, 2029. It shall be automatically renewed from year to year thereafter unless either party notifies the other in writing at least ninety (90) days prior to April 30, 2018 that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than sixty (60) days prior to April 30, 2018.

Agreement Executed this 20th day of February, 2024.

FOR THE CITY OF ZION



Mayor

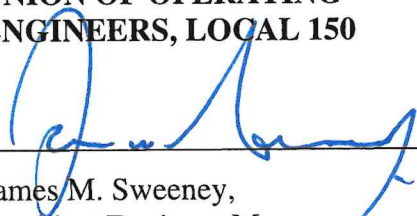


Commissioner

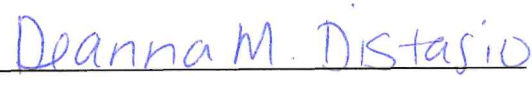


City Clerk

FOR THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150



James M. Sweeney,
President/Business Manager



Deanna M. Distasio
Attorney

APPENDIX A

HOURLY WAGE SCALE

Initial placement on the schedule for new hires may be above the starting rate, commensurate with prior experience, skill and ability. The Union reserves the right to grieve arbitrary, capricious or discriminatory starting placements on the schedule.

Promoted employees shall be placed on the first Step of the new classification which yields a wage increase.

The Lead Mechanic shall be paid \$3.00 per hour over the top Leadman pay.

May 1, 2024 - April 30, 2025

	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Service Technician	\$29.00	\$30.23	\$31.52	\$32.86	\$34.25	\$35.71	\$37.23	\$38.81
Mechanic	\$33.00	\$34.40	\$35.86	\$37.39	\$38.98	\$40.63	\$42.36	\$44.16
Leadman				\$40.79	\$42.52	\$44.33	\$46.21	\$48.18

May 1, 2025 - April 30, 2026

	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Service Technician	\$29.73	\$30.99	\$32.31	\$33.68	\$35.11	\$36.60	\$38.16	\$39.97
Mechanic	\$33.83	\$35.26	\$36.76	\$38.32	\$39.95	\$41.65	\$43.42	\$45.49
Leadman				\$41.81	\$43.58	\$45.44	\$47.37	\$49.63

May 1, 2026 - April 30, 2027

	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Service Technician	\$30.47	\$31.76	\$33.11	\$34.52	\$35.99	\$37.52	\$39.11	\$41.17
Mechanic	\$34.67	\$36.14	\$37.68	\$39.28	\$40.95	\$42.69	\$44.51	\$46.85
Leadman				\$42.85	\$44.67	\$46.57	\$48.55	\$51.11

May 1, 2027 - April 30, 2028

	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Service Technician	\$31.23	\$32.56	\$33.94	\$35.38	\$36.89	\$38.45	\$40.09	\$42.41
Mechanic	\$35.54	\$37.05	\$38.62	\$40.26	\$41.97	\$43.76	\$45.62	\$48.26
Leadman				\$43.93	\$45.79	\$47.74	\$49.76	\$52.65

May 1, 2028 - April 30, 2029

	Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Service Technician	\$32.01	\$33.37	\$34.79	\$36.27	\$37.81	\$39.42	\$41.09	\$43.68
Mechanic	\$36.43	\$37.97	\$39.59	\$41.27	\$43.02	\$44.85	\$46.76	\$49.70
Leadman				\$45.02	\$46.93	\$48.93	\$51.01	\$54.23