

**August 19, 2014
Executive Session**

**State of Illinois
County of Cook
Village of Stickney**

The Board of Trustees of the Village of Stickney met in Executive Session on Tuesday, August 19, 2014, at 7:31 p.m. in the Stickney Village Conference Room, 6533 W. Pershing Road, Stickney, Cook County, Illinois.

The meeting was called to order by Mayor Morelli at 7:31 p.m.

The people in attendance were: Trustees DeLesch, Gomez, Lazansky, Savopoulos, Sleighter and White; Mayor Morelli, Clerk Audrey McAdams and Attorney Donald Kreger

The clerk reminded those in attendance that they cannot disclose ANYTHING that has been discussed in a closed session. It is unethical. She asked that they get rid of their phones. Phones can record event. Phones can listen to the event. Phones can be considered a meeting within a meeting.

Public Work's Contract Negotiation

Trustee DeLeshe forwarded the clerk the tentative agreement and the clerk passed out this agreement to all those in attendance. The clerk anticipated a contract and asked if that was going to happen. Attorney Kreger said that Attorney Jill O'Brian has sent out a contract. Kreger went on to say that many municipalities act in advance on a bullet-point summary without copies of the agreement and authorize the clerk and the mayor to sign the agreement as long as it complies. Jill O'Brian did send Kreger a copy with red lines. This is in the same form as the old contract with the changes resulting from these bullet points. There has been a tentative agreement between the negotiators. They will finalize the contract and take away the red lines. He agrees with O'Brian that it can be done in this manner. If there is anything to be discussed in closed session eventually you can open it up and discuss it in open session if you want and if everyone is present you can make a motion that describes it. If this is agreeable with everyone to go forward or if there are questions, Trustee DeLeshe will answer them.

Trustee DeLeshe said that this is everything that we went over two weeks ago. He asked Jill O'Brian to type it so we could read it and not give us the red line version. This is what she put together from his notes. The only thing they found is a discrepancy in item two. On the accrual they put sell back up to 40 hours at the end of each fiscal year. They wanted it in December which is the same as the police department. Attorney Kreger said it should say, calendar year. Attorney O'Brian said she is fine with it. She remembers the conversation.

Trustee DeLeshe stated that this is everything that was discussed at our previous executive session meeting two weeks ago. The training, we are just listing it there. We are not

Page 2

committing to anything. We will set up a committee in the future to look at training for them. In other municipalities you have to get a “C” grade. You pay for it upfront and if you pass it we will pay you back. We are not going to be sending people to school to fail and then we are out the money. Whatever committee is set up in the future, as far as training, we’ll work on that. Otherwise it is the exact same thing.

Trustee Sleighter asked about the Class C water operator. They asked and we came back to them. There are people that will go. Trustee White said that just in case someone has not passed doesn’t mean that they can’t take it again. Trustee DeLeshe said that we should have a second person trained to do that. He would talk to Jill O’Brian about \$400 for the main person and \$200 for the backup.

Trustee Lazansky questioned the insurance. He started to talk about the police negotiations. The clerk asked him to direct his comments only to public works. Trustee DeLeshe assured Trustee Lazansky that public works is paying the same as what the girls in the front office are paying for their insurance. Public Works is paying the same as all other Village employees not covered by a union contract including plan design changes.

Trustee Sleighter asked if the pay increase is retroactive to May 1. It is Trustee DeLeshe said it is money and (inaudible I thought he said benefits).

VILLAGE OF STICKNEY/IUOE LOCAL 399 – TENTATIVE AGREEMENT

Except as indicated otherwise the CBA in effect from May 1, 2012 through April 30, 2014 will remain in full force and effect except **NEW TERM is May 1, 2014 through April 30, 2018** (“4 year deal”):

1. **Hours of Work**: Changed to “7am to 3:00 p.m. with ½ hour paid lunch”
2. **Comp Time Accrual**: Increase from “40 hour cap” to “80 hour cap” on comp time accrual. We also will allow employees to “sell back” up to 40 hours at end of each fiscal year.
3. **Sick Leave**: Employee Illness Bank: Current cap is “70” we will increase to “75” effective 5/1/14; to “80” effective 5/1/15; and to “85” effective 5/1/16.
4. **Personal Days**: Employees can use with less than 24 hours’ advance notice: “for an unanticipated personal reason which is approved by the supervisor (which approval will not be unreasonably withheld) and subject to the department’s business needs.”
5. **CDL**: We will pay “up to \$100 cap” per employee (required for job).
6. **Insurance**: Current contract and rates apply for insurance plan year beginning on 7/1/14. Beginning on plan year 7/1/15, these employees pay same as all

other Village employees not covered by a union contract (including plan design changes).

7. **Wages:** Across the Board Increases: 2% EACH YEAR effective May 1 of each year.
8. **New Stipend for “Class C Water Operator”:** Lump sum of \$400/year stipend – ONE PERSON ONLY (management discretion re selection; notice to employee in writing if designated)

Page 3

9. **General Provisions:** Employees will no longer be required to be employed by Fire Department.
10. **Grievance Settlement Language:** Confirm circumstances when a manager can perform bargaining unit work in inclement weather, emergency, etc.
11. **Catostrophic Illness Bank:** Employer agrees to concept as long as employees don’t feel pressured to participate and cost is borne by employees involved. Employee committee to explore later – no guarantee.
12. **Training:** Parties will establish a committee to explore the feasibility of participating in the Union’s training program and/or whether the Village can/should offer an annual stipend for this purpose (not to exceed \$600 per person in any year). There is nothing in this Proposal which requires the Village to agree to any proposal presented or to make any contributions to the Union’s training program or any other training programs.
13. **Alcohol & Drug Testing, Article XXI:** Add the following sentence to end of Section 3 of existing language: *“For purposes of this Policy, the phrase “reasonable suspicion” includes an accident on working time and/or while operating a Village vehicle.”*

Mayor Morelli adjourned the meeting at 7:58 p.m. No roll call was necessary.

Respectfully submitted,

Audrey McAdams, Clerk

Approved by me, this day of , 2014

Deborah E. Morelli, Mayor