

November 8, 2016

VIA U.S. MAIL AND ELECTRONIC MAIL

Mr. Brian Hickey
Business Manager
IUOE Local 399
2260 South Grove Street
Chicago, Illinois 60616

Re: Letter of Agreement Regarding Foreman Position

Dear Mr. Hickey:

This letter is to confirm the agreement that the Village of Stickney, Illinois (the "Village") and the International Union of Operating Engineers Local 399 (the "Union") reached on the date set forth above, for the following issues. This Letter of Agreement (the "Letter of Agreement") shall take effect as of November 16, 2016 (the "Effective Date").

A-1. For the duration of the term of the parties' collective bargaining agreement (the "CBA") (May 1, 2014 through April 30, 2018) the position of Foreman shall be created subject to the duties and responsibilities set forth in the attached job description. The position of "Foreman" shall be added to the job classifications included in the Representation Clause, Article I, of the CBA. The Village may begin the hiring process for the Foreman position as of the Effective Date, pursuant to, but not limited to, the criteria set forth in the attached job description.

The Village shall pay a \$2.00/hour rate increase for the position of Foreman above what is set forth for the position of Public Works employee on page 38 of the CBA. The Village shall also pay a \$2.00/hour rate increase to Sam Alonzo, retroactively from August 2, 2016 through November 16, 2016 as said individual has been undertaking the duties of Foreman during the course of negotiations.

A-2. The Village shall also increase the rate of pay for Water Operator by \$2.00/hour above what is set forth for the position of Public Works employee on page 38 of the CBA. This increase eliminates the \$400.00 water stipend paid at the end of the year, effective as of the date of this Letter Agreement and for the remainder of the term of the CBA.

A-3. Except where specifically amended herein, all terms and conditions of the CBA remain in full force and effect.

A-4. All capitalized terms not specifically defined in this Letter of Agreement shall have the same meaning as given to such terms in the CBA. To the extent that any conflicts exist between this Letter of Agreement and the CBA, the terms and provisions of this Letter of Agreement shall in all instances control and prevail.

A-5. This Letter of Agreement may be executed in any number of counterparts, which, when taken together, shall constitute a complete, original document. A signature affixed to this Letter of Agreement and transmitted by facsimile, email or other electronic communication shall have the same effect as an original signature.

A-6. Any disputes as to the Village's compliance with the terms of this Letter of Agreement shall be resolved in accordance with Article XII of the CBA.

Please execute and complete the signature page block to acknowledge the Union's acceptance of this Letter of Agreement and the parties' intent to amend the CBA as set forth herein. Please be advised that this Letter of Agreement remains subject to the approval of the Board of Trustees of the Village.

Sincerely,

For the Union

Brian E Hickey

By: _____

Date: 11-8-16

For the Village

By: _____

Date: _____

CC: Mike Masterson