

ADDENDUM TO  
THE  
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

UNION COUNTY ILLINOIS  
UNION COUNTY STATE'S ATTORNEYS OFFICE

AND

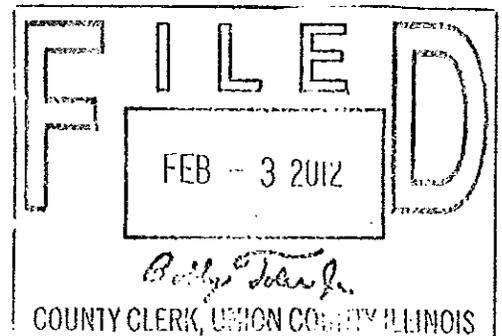
THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, THE  
SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL

AND

LABORERS' LOCAL UNION 773



DECEMBER 1, 2010 THROUGH NOVEMBER 30, 2013



The parties have agreed to amend Article 7 and Article 19 of the current Collective Bargaining Agreement to read as follows:

**ARTICLE 7**  
**HOLIDAYS, SICK, PERSONAL AND FUNERAL LEAVE**

**Section 1: Holidays:**

Employees shall receive one (1) day's pay per each recognized Holiday, or one (1) day off in observance of the holiday. Those holidays recognized under this Agreement shall be as follows:

New Year's Day  
Lincoln's Birthday  
Memorial Day  
Labor Day  
General Election Day  
Thanksgiving Day  
Christmas Day;

Martin Luther King's Birthday  
Washington's Birthday  
Independence Day  
Columbus Day  
Veterans' Day  
Day after Thanksgiving

In addition, any other day or part of a day, which may be observed by the offices, as directed by the Circuit Judge.

When an employee is required to work on a Holiday, he shall be paid one and one-half (1 ½) times his regular rate of pay.

**Section 2: Sick Leave:**

- (1) Employees covered by this Agreement will earn paid sick leave at the rate of one day per month. The amount of sick leave accumulated at the time any illness begins will be available in full, and additional leave will continue to accrue while an employee is using that already accumulated. An employee may accumulate up to two hundred forty (240) days; ninety (90) days of which may be paid to an employee upon resignation or retirement, if not used for IMRF service credit.
  
- (2) Sick leave compensation will be at the employee's normal rate of pay. An employee may use accrued sick leave for personal illness or injury, for personal medical and dental appointments, or when necessitated by an emergency illness or injury of a member of the employee's immediate family. For this purpose, "immediate family" shall include spouse, child (including step), parent, sibling (including step), grandchild, grandparent or corresponding in-law living in the employee's household.

- (3) Employees who misuse sick leave may be suspended or discharged. An employee's supervisor may require documentation from a physician, or other administratively acceptable proof of illness, when there are reasonable grounds to suspect misuse of sick leave. Employees receiving sick leave pay may not work elsewhere without forfeiture of this pay.
- (4) The Office Holder reserves the right to require an employee to undergo a medical examination, at the Employer's cost, for the purpose of ascertaining if the employee is physically and/or mentally fit to perform the duties of his position.

**Section 3: Personal Leave:**

The Employer shall grant each employee Four (4) days of personal business leave per year without loss of pay. Except in the case of an emergency, notice of the necessity for personal business leave shall be submitted as soon as possible to the Officeholder or his designee. Any unused personal leave days shall not accumulate. They will not be used less than one-half (1/2) day per request.

**Section 4: Funeral Leave:**

In the event of a death in the immediate family of an employee, the employee shall be allowed three (3) days leave without any loss of pay and these three (3) days shall not be charged to sick leave. Immediate family shall mean the death of a spouse, father, mother, brother, sister, son, daughter, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, maternal or paternal grandparents, including step relations in the same categories of the aforesaid.

One (1) day of funeral leave shall be allowed for other family members; more time may be taken if needed and may be charged to vacation, sick or personal leave or without pay if there is no accumulated time available.

**ARTICLE 11**  
**SENIORITY**

Seniority will exist from the date of full-time employment in each office. Seniority shall be the determining factor for promotions, advancements, vacancies, overtime, layoff, and re-employment in said office. All other County seniority will remain intact for vacation, retirement and/or other applicable contractual obligation. A listing of employees in their order of seniority for each Department is included with this Agreement as Appendix "B".

**ARTICLE 19**  
**WAGES**

**Section 1. Job Classifications:**

Employees hired before the signing of this Agreement shall continue in their current pay grade. Any employee hired after the signing of this Agreement shall be paid at the LEVEL 1 wage, and they shall stay at LEVEL 1 through their first five years of employment. At the beginning of their sixth (6<sup>th</sup>) year of employment they shall automatically be moved into the LEVEL 2 pay grade, and shall remain at this level through their tenth (10<sup>th</sup>) year of employment. Employees beginning their eleventh (11<sup>th</sup>) year of employment shall be automatically raised to the LEVEL 3 pay grade.

**Section 2. Wages:**

The following schedule reflects the wage increases that each employee will receive effective December 1, 2010.

<b>Job Classification</b>	<b>December 1, 2010</b>	<b>December 1, 2011</b>	<b>December 1, 2012</b>
<b>LEVEL I</b> Legal Assistant	1.0% Increase \$12.17/hr	1.5% Increase \$12.35/hr	2.0% Increase \$12.60/hr
<b>LEVEL II</b> Legal Assistant	1.0% Increase \$14.37/hr	1.5% Increase \$14.59/hr	2.0% Increase \$14.88/hr
<b>LEVEL III</b> Legal Assistant	1.0% Increase \$16.62/hr	1.5% Increase \$16.87/hr	2.0% Increase \$17.21/hr

**Section 3. Longevity:**

In addition, employees covered by this Agreement shall receive a longevity increase to be added to their gross wage on their first pay check following December 1, 2011 and then on the first paycheck in December for each subsequent year and according to the following table:

<b>Beginning of 6 Years Service through 10 years service:</b>	<b>\$225.00 per year</b>
<b>Beginning of 11 years service through 15 years service:</b>	<b>\$275.00 per year increase for a total longevity of \$500.00</b>
<b>Beginning of 16 years of service through 20 years of service:</b>	<b>\$325.00 per year increase for a total longevity of \$825.00</b>
<b>Beginning of 21 years of service:</b>	<b>\$400.00 per year increase for a total longevity of \$1225.00</b>

The longevity increase applies for years of service in the current Office and will be paid as an addition to the hourly wage rate and payable beginning on the anniversary date of the employee's employment in the current office.

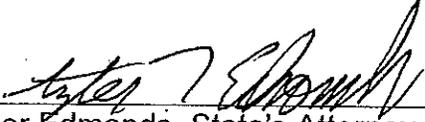
**Section 4. Mileage:**

Use of a personally owned automobile for official county business must be authorized in advance. Mileage will be reimbursed at the current rates consistent with Internal Revenue Guidelines in effect at the time of the reimbursement. All mileage shall be submitted in time to meet the bi-weekly payroll for reimbursement. The authorized mileage allowance includes all operating expenses such as gas, oil, and repairs precluding any separate claim for such items.

IN WITNESS WHEREOF, the parties have executed this Agreement.

FOR THE EMPLOYER:

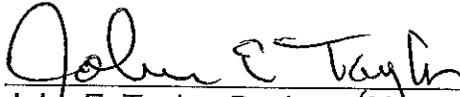
Union County Illinois

  
Tyler Edmonds, State's Attorney

Date: 12-8-11

FOR THE UNION:

Laborers' Local 773

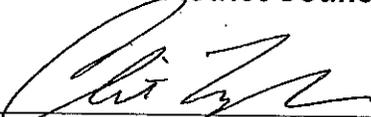
  
John E. Taylor, Business Manager

Date: 12-7-11

Southern and Central Illinois  
Laborers' District Council:

  
Randy Lambdin, Board Chairman

Date: 12-2-11

  
Clint Taylor, Business Manager

Date: 12-5-11