

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF COLLINSVILLE, ILLINOIS

AND

**INTERNATIONAL UNION OF OPERATING ENGINEERS,
LOCAL 520C**

(PUBLIC WORKS)

JANUARY 1, 2026 – DECEMBER 31, 2028

ARTICLES OF AGREEMENT

BETWEEN

THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 520C

AND

CITY OF COLLINSVILLE, ILLINOIS

EFFECTIVE JANUARY 1, 2026 TO DECEMBER 31, 2028

AGREEMENT	2
ARTICLE 1: RECOGNITION	2
SECTION 1.1 - Recognition	2
SECTION 1.2 - Union Security	2
SECTION 1.3 - Employment	2
ARTICLE 2: MANAGEMENT RIGHTS	2
SECTION 2.1 - General Policy	2
SECTION 2.2 - Management Rights	2
SECTION 2.3 - Management Rights	3
ARTICLE 3: EMPLOYMENT RIGHTS	3
SECTION 3.1 - Seniority	3
3.1.1 Definition.....	3
3.1.2 Probationary Period.....	3
3.1.3 Breaks in Seniority.....	3
3.1.4 Realignment.....	4
SECTION 3.2 - No Discrimination	4
SECTION 3.3 - Discipline, Time Off, or Financial Loss	4
SECTION 3.4 - Job Vacancies	4
SECTION 3.5 - Job Classifications	5
3.5.1 Assignments.....	5
SECTION 3.6 - Negotiation Time	5
3.6.1 Duties of Part Time Hires.....	5

SECTION 3.7 – Bumping Procedure	6
ARTICLE 4: EMPLOYMENT CONDITIONS	6
SECTION 4.1 - Training	6
4.1.1 Training and Educational Expenses.....	6
SECTION 4.2 - Raingear and Safety Equipment	6
SECTION 4.3 - Clothing Allowance	6
SECTION 4.4 - Required Driver's Licenses	6
4.4.1 Equipment.....	7
4.4.2 Hazmat License.....	7
SECTION 4.5 - Hours of Work	7
4.5.1 Overtime.....	7
4.5.2 Availability on Weekends, Holidays, and Non-Normal Hours of Work.....	8
4.5.3 Guarantee/Layoffs.....	8
4.5.4 Meals on Unscheduled Work.....	8
4.5.5 Overtime Pyramiding.....	8
4.5.6 Compensatory Time.....	8
SECTION 4.6 - Residency	9
SECTION 4.7 - Sick Leave Abuse	9
ARTICLE 5: WAGES	9
SECTION 5.1 -Wage Rates	9
5.1.1 General Foreman.....	9
5.1.2 Working Foreman.....	9
5.1.3 Plant Maintenance Chief.....	9
SECTION 5.2 - Temporary Assignment	9
5.2.1 - Temporary Assignment of Directors and Foremen.....	9
5.2.2 Temporary Operators.....	10
ARTICLE 6: LEAVES	10
SECTION 6.1 - Sick Leave	10
6.1.1 Accumulation of Sick Leave.....	10
6.1.2 Accumulation of Over 60 Days.....	10
6.1.3 Reporting Illness.....	10
6.1.4 Certificate.....	10
6.1.5 Doctor's Certificate.....	10
6.1.6 Vacations, Holidays, Compensatory, or Funeral Leave.....	10

6.1.7 Upon Retirement.....	10
6.1.8 Sick Leave at Separation.....	11
SECTION 6.2 - Vacations.....	11
6.2.1 Determination.....	11
6.2.2 Qualifications.....	11
6.2.3 Schedule of Qualification.....	11
6.2.4 Splitting Time.....	11
6.2.5 Seniority.....	11
6.2.6 Scheduling.....	11
6.2.7 Unused Vacation Time.....	12
SECTION 6.3 - Holiday Pay.....	12
6.3.1 Schedule of Holidays.....	12
6.3.2 Qualification.....	12
6.3.3 Working on a Holiday.....	12
6.3.4 Holiday During Vacation.....	12
6.3.5 Holidays - Wastewater Operators.....	12
SECTION 6.4 - Funeral Pay.....	12
6.4.1 Time Off.....	12
6.4.2 Other Than Immediate Family.....	13
6.4.3 Notification of Employer.....	13
SECTION 6.5 - Jury Duty.....	13
SECTION 6.6 Personal Day.....	13
SECTION 6.7 - Leave of Absence.....	13
SECTION 6.8 – Filling Time Off.....	14
6.8.1 – Relief Operators.....	14
ARTICLE 7: FRINGE BENEFITS.....	14
SECTION 7.1 - Health Insurance.....	14
7.1.1 Conversion.....	14
SECTION 7.2 - Worker's Compensation.....	15
SECTION 7.3 - Retirement Fund.....	15
7.3.1 IMRF.....	15
SECTION 7.4 - Payroll Deductions.....	15
SECTION 7.5 - Life Insurance.....	15
Section 7.6 - Safety Bonus.....	15
ARTICLE 8: GRIEVANCE PROCEDURE.....	15

SECTION 8.1 - Grievance Procedure..... 15
SECTION 8.2 - Disciplinary Action Not Involving Time Off or Financial Loss..... 16
ARTICLE 9: PHYSICAL TESTING..... 16
SECTION 9.1 - Physical Testing..... 16
ARTICLE 10: SAVING CLAUSE..... 16
SECTION 10.1 - Saving Clause..... 16
ARTICLE 11: DURATION OF AGREEMENT..... 17
SECTION 12.1 - Duration of Agreement..... 17
EXHIBIT "A"..... 18

AGREEMENT

THIS AGREEMENT, made and entered into by the CITY OF COLLINSVILLE, ILLINOIS, hereinafter referred to as “Employer” and the BARGAINING UNIT, WHICH CONSISTS OF THE CITY'S FULL-TIME EMPLOYEES IN THE FOLLOWING DIVISIONS: THE DIVISION OF STREETS, WATER LINE MAINTENANCE, WASTEWATER TREATMENT PLANT, AND WASTEWATER LINE MAINTENANCE, (COLLECTIVELY REFERRED TO AS “PUBLIC WORKS”) REPRESENTED BY THE INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 520C, hereinafter referred to as the “Union”, shows the following stipulations and agreements.

ARTICLE 1: RECOGNITION

SECTION 1.1 - Recognition.

The Employer recognizes the Union as the sole and exclusive collective bargaining agent with respect to wages, hours, and conditions of employment for all employees holding any of the job classifications set forth in Article 5 of this Agreement who are employed by the Employer. Reference to employees in this Agreement shall mean employees in the unit above described.

SECTION 1.2 - Union Security.

It is understood and agreed by and between the parties that as a condition of continued employment, all persons who are hereafter employed by the Employer in the unit which is the subject of this Agreement shall become members of the Union not later than the thirtieth (30th) day following the beginning of their regular employment.

SECTION 1.3 - Employment.

The parties recognize the fact to be that the Union's knowledge and experience with the industry here involved, together with the sources of competent manpower available to it, can be of assistance to the Employer in recruiting needed employees.

The Employer shall notify the Union whenever employees are hired, giving their names and addresses, the date of employment and the job classifications to which they are assigned. The Employer shall be free to accept or reject for cause any job applicant referred from any source.

ARTICLE 2: MANAGEMENT RIGHTS

SECTION 2.1 - General Policy. The City and the Union agree as a matter of policy that employment with the City should be free from any political influence or control.

SECTION 2.2 - Management Rights. It is understood and agreed that the City possesses the sole right and authority to operate and direct the employees of the City and its various Divisions in all aspects, including but not limited to, all rights and authority exercised by the City prior to the execution of this Agreement, except as modified in the Agreement. These rights include, but are not limited to:

- A. The right to determine its mission, policies, and to set forth all standards of service offered to the public.
- B. To plan, direct, control and determine the operations or services to be conducted by employees of the City.
- C. To determine the methods, means, and number of personnel needed to carry out the Department's mission(s).
- D. To direct the working forces.
- E. To hire and assign or to transfer employees within the Division or other related functions.
- F. To promote, suspend, discipline or discharge for just cause.
- G. To lay off or relieve employees due to lack of work or funds or for other legitimate reasons.
- H. To make, publish and enforce reasonable rules and regulations.
- I. To introduce new or improved methods, equipment and facilities.
- J. Nothing in this Agreement shall be deemed to limit or restrict the City in any way in the exercising of the customary functions of management described above, except that these management rights shall not be used for the purpose of discrimination against any employee because of Union activities.

SECTION 2.3 - Management Rights. The City Council, or its designee, has the sole authority to determine the purpose and mission of the City and the amount of the budget to be adopted therefore.

ARTICLE 3: EMPLOYMENT RIGHTS

SECTION 3.1 - Seniority.

3.1.1 Definition. Seniority means length of service within the Bargaining Unit, which consists of the following Divisions, the Divisions of Streets, Water Line Maintenance, Wastewater Treatment Plant, and Wastewater Line Maintenance. Seniority rights are terminated by voluntary quitting or justifiable discharge.

3.1.2 Probationary Period. New employees shall have a six (6) month probationary period, after their date of hire. During the probationary period, an employee can be terminated for any reason without recourse by the Union of the employee to the grievance procedure. After first discussing it with the Union, the City may extend the probationary period up to ninety (90) additional days.

3.1.3 Breaks in Seniority.

- A. An employee's seniority shall be broken by voluntary resignation, discharge for just cause, retirement, absence for three consecutive days without call in, unless the employee can prove physical inability to call in, or failure to report back within two days after expiration of leave or absence, or "loss of Union membership".
- B. No one acting, on a permanent basis, as a Director, shall be permitted to hold seniority in the Union. Anyone accepting a permanent position of Director or a position whose duties

were formerly performed by a Director shall not be allowed to retain Union seniority.

Union seniority shall be retained on an uninterrupted basis when an assignment to a Director position is on a temporary basis, provided that the assignment is for a specific duration (i.e., period of vacation or illness).

3.1.4 Realignment. If it becomes necessary for the realignment of employees within the bargaining unit, the new position shall first be offered, on a length of seniority basis, to all employees within the department in which the reduction of personnel is necessary. If it becomes necessary for the employer to designate the employee to fill the vacancy, that employee shall be designated as having the lowest seniority within the department.

SECTION 3.2 - No Discrimination. The provisions of this Agreement shall be applied equally to all employees in the Bargaining Unit without discrimination as to age, sex, race, color, creed, national origin or disability. The Union shall share equally with the Employer the responsibility for applying this provision of this Agreement.

SECTION 3.3 - Discipline, Time Off, or Financial Loss. All disciplinary actions not involving time off or financial loss to the employee shall be wiped out twenty-four (24) months following the date of imposition thereof from all files of active employees and all records, notations and memoranda reflecting the imposition of a disciplinary action shall be destroyed immediately upon the lapse of the 24-month period. Upon the wipe-out of a disciplinary action, evidence thereof shall not be permitted upon any subsequent other dispute settlement discussion of the parties or in any proceeding in arbitration or any other issue. The term "disciplinary action" as used herein includes oral reprimands recorded by written notation, written reprimands, notations of allegations of unsatisfactory work performance, notations of alleged rule violations, suspensions, layoff; demotion, pay reduction, discharge or any other action adverse to an employee. All disciplinary action not involving time off or financial loss to the employee, including records notations and memoranda shall be shown to the employee and he shall have the opportunity to review it, sign it and make comments relative thereto, all of which shall be retained as a part of the employee's record file for 24 months.

SECTION 3.4 - Job Vacancies. When a job vacancy occurs within the Bargaining Unit, that same job classification shall be posted for bid for five (5) working days. In the event a unit employee or employees sign the bid list, the job shall be awarded to the highest senior Union employee provided he/she shall have the skill and ability to do the work, after 60 days. It is understood that only two vacancies need be filled by the bidding procedure. A successful bidder shall be on probation for 60 days in the new position, during which time he/she may be transferred back to his/her former position by the Employer or voluntarily elect to return to his/her former position. An employee can successfully bid a vacancy twice during the term of the contract. Any time during the sixty-day probation period, the senior Union employee turns down the job or is sent back for just cause to his/her old position by the Employer, the next senior Union employee on the original bid list will have the opportunity to bid for the job. Should the next senior employee not work out for any reason, the Employer may select the third Union employee from the bid list. Should the people at the top of the bid list not accept the open position, the process starts with the first person accepting the position.

SECTION 3.5 - Job Classifications. The following jobs are to be assigned titles for the purpose

of job vacancy bidding:

Wastewater Plant Division:

Plant Operator
Plant Biosolids Operator
Plant Maintenance Tech
Relief Operator

Wastewater Lines Division:

Line Maintenance Worker

Water Lines Division: Line Maintenance Worker

Street Division:

Street Maintenance Worker
Fleet Maintenance Worker

There will be a minimum of one foreman or chief operator for each division, with a minimum three (3) employees, that will be appointment by the department Director.

3.5.1 Assignments. The department Director may at his/her discretion move employees within job descriptions for training or emergency reasons on a temporary basis limited to a maximum of six weeks.

SECTION 3.6 - Negotiation Time. Employees shall not be docked for time spent in negotiations or shop steward duties. The City also agrees to replace the Wastewater Plant Operator with another operator at time and one-half if necessary.

3.6.1 Duties of Part Time Hires. Part-time and seasonal full-time employees may be utilized by the City to perform projects of finite and limited duration which require entry-level skills, notwithstanding that such tasks might also be performed by bargaining unit members from time to time, provided that such use of part-time and seasonal full-time employees shall be solely to supplement the bargaining unit, on a short-term basis, and not to erode the regular hours worked, or to replace the positions held, by full-time bargaining unit members. The City expressly agrees that the use of part-time and seasonal full-time employees pursuant to this Section shall not result in regular bargaining unit members' loss of overtime for work requiring greater-than-entry-level skills, unless otherwise agreed to by the Union.

SECTION 3.7 – Bumping Procedure. In the event that a union member's job is abolished he shall have the right to exercise his/her seniority to bump into any Division in the bargaining unit, that his/her seniority allows. The process shall be repeated until the last person can exercise his/her seniority.

ARTICLE 4: EMPLOYMENT CONDITIONS

SECTION 4.1 - Training. The parties agree to encourage the training of all personnel on all equipment. All City Equipment shall be run by bargaining unit members except in emergencies, with the

exception of joint-ownership equipment, which can be operated by the work force of the other joint ownership party, with the understanding that only bargaining unit members will operate said equipment within the jurisdiction of the bargaining unit, with the exception that said equipment can be operated by non-bargaining unit personnel within the jurisdiction of the bargaining unit only for the purpose of transporting said equipment from one place to another.

4.1.1 Training and Educational Expenses. Further, the Employer agrees to pay, subject to budgetary constraints, all training and educational expenses associated with classes in job-related fields and also the subsequent fees for acquisition of and/or renewal of associated licenses or permits (if any), with the understanding that prior approval of the City Manager is required. Tuition Reimbursement requests are required to be submitted by September 15 each year. The employee may be limited in their bidding options for a one-year period subsequent to the training they receive, at the employer's discretion.

SECTION 4.2 - Raingear and Safety Equipment. The Employer will provide \$750 per anniversary year for cold weather clothing, safety boots and prescription safety glasses through payroll allocation. Payroll allocation payments will be made with the City's last payroll in November. New employees who work at least six (6) months in their first calendar year will receive a pro-rated allowance for their first year of employment. Payments will be made in November.

Employees will have five (5) business days to be in proper full uniform once allocation has been received.

If an employee leaves employment with the City prior to the designated date and receipt of the clothing allowance payment, that employee will forfeit any clothing allowance payment. There will be no pro-rata distribution of the clothing allowance for terminated employees.

The Employer agrees to continue its practice of supplying necessary rain gear and safety equipment. All employees are required to wear such safety gear as the City shall determine, and as ordered by the Director. The Employer will provide street workers with a pair of appropriate gloves which the employee shall maintain for job use and shall exchange for a new pair when worn out.

SECTION 4.3 - Clothing Allowance. Uniforms to be furnished to all personnel. City approved high safety vis yellow t-shirts may be worn from May 15th to September 15th.

SECTION 4.4 - Required Driver's Licenses. All employees, must have all of the qualifications listed in the job description for the particular job, including the Class B CDL driver's license without airbrake restrictions.

All employees, whose job description requires a CDL license, shall be required to obtain a CDL in accordance with the Federal Motor Carrier Safety Administration's ("FMCSA") Entry-Level Driver Training Requirements.

No disciplinary action will be taken by the City if an employee loses his driver's license on a temporary basis. The City agrees to reimburse any employee for fees actually paid to the Secretary of State's office to acquire a license required over the basic driver's license.

For employees employed one (1) year or more, two additional PL days per contract period will be

granted to all those employees possessing licenses over and above the CDL; the same grant applies to those holding applicator licenses for weed spraying.

4.4.1 Equipment. The employer agrees to try to include air conditioning on any new equipment and vehicles, as applicable.

4.4.2 Hazmat License. Employees will receive \$50 per contract year, for possessing a hazmat license endorsement.

SECTION 4.5 - Hours of Work. The regularly scheduled workweek shall consist of five (5) days of not less than eight (8) hour days, starting at 7:00 a.m., Monday through Friday. Wastewater Plant Operators shall work rotating shifts and weekends consisting of eight hours per day. If an employee's normal schedule is to be changed, the Employer must give the employees forty-eight (48) hours' notice. On scheduled shift changes, the employee would have at least eight (8) hours between shifts.

4.5.1 Overtime. On any scheduled shifts, employees will be paid one and one-half their regular rate of pay for all hours worked beyond their regularly scheduled eight-hour day, or over 40 hours on a scheduled work week. In a week in which a vacation falls, an employee will be paid time and one-half for all hours worked on his/her regularly scheduled day off except those vacation weeks on which the employee has been off work for reasons other than for vacation. In a week in which a holiday falls, an employee will be paid double time for all hours worked on the holiday. Overtime outside one's own Division will be awarded on seniority basis to members of the bargaining unit of Local 520C according to skill and ability.

- A. All overtime in operation of the Waste Water Treatment Plant will be filled by operating staff which includes the following:
 - A. Sickness (first 2 days)
 - B. Funeral leave (first 2 days)
 - C. Vacation (first 2 days)

- B. Continuation of Overtime - In the event of an emergency as determined by the Public Works Director, employees required to work extended hours into their regularly scheduled shift shall be compensated at the rate of one and one-half times their regular hourly rate for all such hours worked during that event. If the emergency response requires an employee to work in excess of twenty-four (24) consecutive hours, this premium rate shall remain in effect for all continuous hours worked until the employee is officially released from duty by the Public Works Director or their designee.

4.5.2 Availability on Weekends, Holidays, and Non-Normal Hours of Work. Callouts are to be performed by members of the bargaining unit. The bargaining unit members are responsible for ensuring callout coverage. Employees shall be available for work on weekends, holidays and non-normal hours for emergencies unless sick, injured, or prior arrangements have been made with the Director. If called to work, they will receive no less than two (2) hours' pay, except for extensions to normal workday. Employees on the call out sheet will be called out according to their position on the call out sheet on a

rotation basis for scheduled and unscheduled work, provided they have the skill and ability to do the work. After one employee is called out from the call out sheet, the Employer reserves the right to call out the foreman. Each Division shall have separate call out sheets.

4.5.3 Guarantee/Layoffs. There shall be no seasonal layoff; the only layoff will occur because of reduction in workforce or civil emergencies. Members of the bargaining unit shall be laid off in the inverse order of their seniority. Members of the bargaining unit shall be recalled in the order of their seniority.

In the event it becomes necessary to lay off employees for any reason, the City agrees to lay off and eliminate any future hiring of part time and seasonal employees in all Divisions within the Public Works Department, until all employees on layoff have been recalled, or have declined recall opportunity.

4.5.4 Meals on Unscheduled Work. When employees covered by this Agreement perform unscheduled work, they shall receive a meal after three hours and additional meals each six hours thereafter. This does not include scheduled overtime. Meals furnished by the Employer shall be within the City limits of Collinsville, Illinois. Employees will receive \$20.00 in cash in lieu of a meal.

4.5.5 Overtime Pyramiding. There shall be no pyramiding of overtime.

4.5.6 Compensatory Time.

- A. Compensatory time will mean time worked in excess of regular time, which is not paid for, but the employee elects to receive paid time off in lieu of payment.
- B. Employees shall qualify for compensatory time under the following conditions:
 - 1. Compensatory time shall be allowed only with prior written approval of the applicable Division Director or management personnel.
 - 2. The parties agree to follow the provision of the Fair Labor Standards Act of 1985, subject to the additional condition that no employee may accumulate more than 48 hours of compensatory time.
 - 3. Compensatory time shall be accumulated at the rate of one and one-half times the hours worked, calculated to the nearest one-half hour worked.
 - 4. Upon approval of the Director, compensatory time may be taken on any shift, at any time of the employee's choice, as many hours as he/she wants, not to exceed 40 hours.
 - 5. Compensatory time over 8 hours (1 day) for Wastewater Treatment Plant Operators will be filled by vacation relief operators starting on the first shift of compensatory time taken.
 - 6. Compensatory time shall be included as part of separation pay no matter what the reason for separation.
 - 7. Compensatory time cannot create overtime.

SECTION 4.6 - Residency. Bargaining unit members will be allowed to live outside the corporate limits of the City of Collinsville, but within a twenty-mile aerial radius of Collinsville City Hall - 125 S. Center. Employees paid time for call outs will begin when they report to work. Employees are responsible for ensuring their reasonable response time.

SECTION 4.7 - Sick Leave Abuse.

If the head of a Division shall determine the employee has charged an absence against sick leave pay although no actual sickness or appointment to the employee or immediate family members has occurred, said Division head may deduct the value of the absent time from employee's wages or salary and take such disciplinary action as he deems proper. Any discipline that results in financial loss resulting from the abuse of sick time is subject to the provisions of Article 8.

ARTICLE 5: WAGES

SECTION 5.1 - Wage Rates. All employees in the Public Works Department, which includes the Division of Streets, Water Line Maintenance, Wastewater Treatment Plant and Wastewater Lines will be paid according to the schedule in Exhibit A attached hereto.

5.1.1 General Foreman. General Foremen will be paid \$3.25 per hour more than the regular rate.

5.1.2 Working Foreman. Working foremen will be paid \$2.00 per hour more than the regular rate. If present working foremen withdraw from the Union to become directors, the vacancy created by the withdrawal, if filled, will be filled from the ranks of the bargaining unit.

5.1.3 Plant Maintenance Chief. The sewer plant can, at management's discretion, have a Plant Maintenance Chief who shall be paid \$2.00 per hour more than the rate shown on Schedule A for regular employees.

SECTION 5.2 - Temporary Assignment. Employees assigned in a higher paying job on a temporary basis will receive the higher rate of pay of the job worked. If the time worked is four (4) hours or more, he/she will receive the higher rate of pay for entire shift. If the time worked is less than four (4) hours, he/she will receive the higher rate of pay for four (4) hours. It is understood that when an unlicensed operator fills in for a licensed operator in the sewer plant, he/she will receive the rate of pay of a Class 4 Operator.

5.2.1 - Temporary Assignment of Directors and Foremen.

- A. General Foreman. In the event the General Foreman is absent for at least 8 hours or more, the General Foreman's position will be filled by a member of the bargaining unit. The Interim General Foreman shall be paid \$3.25 per hour over his/her regular hourly pay and appointed by the Division Director.
- B. Working Foreman. In the event the Working Foreman is absent for at least 8 hours for more, the Working Foreman's position will be filled by a member of the bargaining unit. The Interim Working Foreman shall be paid \$2.00 per hour over his/her regular hourly pay and appointed by the Division Director.
- C. Duration of the temporary assignments are to be mutually agreed upon between the Union and the City.

5.2.2 Temporary Operators. In the case of temporary or emergency operator, shift pay will be paid for all hours worked other than the normal workday.

ARTICLE 6: LEAVES

SECTION 6.1 - Sick Leave. All regular employees shall be allowed absence of leave from their duties due to valid sickness or accident, without deduction from regular compensation, after thirty (30) days employment, at the rate of one and one-half working days for each calendar month of employment.

6.1.1 Accumulation of Sick Leave. Any unused days so allowable during any anniversary year can be accumulated in succeeding anniversary years until an employee has accumulated a total of sixty (60) days of sick leave.

6.1.2 Accumulation of Over 60 Days. Employees will be paid for one-half of the number of days of unused sick leave accumulated over the maximum sixty (60) days allowable. Payment to be made at in the last quarter of the fiscal year.

6.1.3 Reporting Illness. An employee absent because of illness must notify his/her supervisor prior to starting time on the first morning of absence. A Wastewater Plant Division employee is also required to notify the plant prior to the starting time of their absence.

6.1.4 Certificate. All employees who take sick leave shall fill out and file with said Director a certificate, to be furnished, stating the cause of his/her absence and the amount of time taken off.

6.1.5 Doctor's Certificate. If the amount of sick leave claimed exceeds two (2) calendar days, such employee shall furnish a doctor's certificate certifying the cause of sickness or accident of employee and certifying that said employee was under his/her care and that it was a necessity that said employee be absent from work.

6.1.6 Vacations, Holidays, Compensatory, or Funeral Leave. If sick leave is taken preceding or following any vacations, holidays, compensatory, or funeral leave, it must be accompanied by a doctor's certificate.

6.1.7 Upon Retirement. Unused sick leave will be paid to an employee at his/her retirement (55 years of age) or in the event of death, to the estate.

6.1.8 Sick Leave at Separation. Unused sick leave shall be included as part of separation pay no matter what the reason for separation provided the employee has vested in IMRF fund and leaves contributions to that fund until such time as they elect to receive pension benefits. Any unused sick leave earned during the year of retirement shall be added to the previously accumulated sick leave.

SECTION 6.2 - Vacations.

6.2.1 Determination. Vacation periods will be determined on the basis of length of service on the anniversary date of hire.

6.2.2 Qualifications. New employees shall be awarded one week vacation upon completion of the first 6 months of service. Another week shall be awarded upon the employee's first anniversary. The employee shall have until his/her second anniversary to use this vacation. All other vacation awarded shall

be used prior to the employee’s next anniversary. If an employee’s anniversary date has passed before the execution of this contract, his/her unused or used vacation will be added to or deducted from the amount of vacation due on his/her anniversary date.

6.2.3 Schedule of Qualification. Vacations shall be paid as follows:

LENGTH OF SERVICE	VACATION ALLOWANCE
After 6 months	1 week
1 st Anniversary	1 additional week
2 nd – 4 th Anniversary	2 weeks
5 th – 9 th Anniversary	3 weeks
10 th – 19 th Anniversary	4 weeks
20 th and up Anniversary	5 weeks

Employees are eligible to carry over 40 hours of vacation time to their next anniversary year.

6.2.4 Splitting Time. Vacation periods may be split into weeks, days, or hours, at the discretion of the Division Director or his/her designee. All employees will be allowed to take up to two (2) weeks of vacation time in periods of less than one (1) week. The broken week (up to two weeks for employees other than Wastewater shift operators, and the first week for Wastewater shift operators) may be taken on any day of the work week or on any shift, with the approval of the Division Director. Wastewater shift operators’ second broken weeks are limited to scheduling on day shift (0700 to 1500) on Monday through Friday, and the Union expressly agrees that the City may fill vacancies created by approval of such second split weeks for Wastewater shift operators by using Sewer Line Maintenance Workers.

6.2.5 Seniority. Vacation periods will be granted on the basis of Union seniority. Anyone failing to file a request for a specific period loses the right to exercise his/her seniority after April 15 of each year. Vacation pay will be paid before the vacation period upon three weeks’ advance notice.

6.2.6 Scheduling. The Director shall schedule all vacations in his/her Division, and if there is work available and the Director deems it necessary, he/she may alter the vacation periods to adjust to the workload. Employees will be able to schedule one vacation per year without adjustments, once approved.

6.2.7 Unused Vacation Time. Unused and earned vacation time shall be included as part of retirement pay, separation pay (no matter what the reason for separation), or in the event of death, paid to the estate.

SECTION 6.3 - Holiday Pay.

6.3.1 Schedule of Holidays. All employees shall receive a regular day’s pay for the following holidays, even though not worked:

New Year’s Day	Columbus Day
President’s Day	Veteran’s Day

Memorial Day
Independence Day
Labor Day
MLK Day

Thanksgiving Day
Day after Thanksgiving
Christmas Day

6.3.2 Qualification. In order to receive holiday pay, the employees must have worked on their last scheduled day immediately preceding the holiday and on their next scheduled work day immediately following the holiday, unless sick, injured, or pre-approved vacation.

6.3.3 Working on a Holiday. Employees who are scheduled to work on any of the foregoing holidays will receive double time for hours worked plus holiday pay.

6.3.4 Holiday During Vacation. Whenever a holiday falls within an employee's vacation period, the employee shall receive an extra day of vacation.

6.3.5 Holidays - Wastewater Operators. Wastewater operators will be paid holiday pay on the actual day of the holiday. Employees who call in sick on a holiday will lose holiday pay and the employees who fill in will receive holiday pay.

SECTION 6.4 - Funeral Pay

6.4.1 Time Off. All regular full-time employees shall be allowed up to five (5) paid working days off as funeral leave to attend the funeral, or handle related matters, caused by the death of a member of his or her immediate family. For the purpose of this section, immediate family is defined as spouse, child (natural, adopted, foster or stepchild), sister, brother, parent (including natural, stepmother, stepfather, or legal guardian), mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent or grandchild. The time off must be taken within fourteen (14) days of the funeral.

Under the Illinois Child Bereavement Law, in case of the death of an eligible employee's child (defined as the employee's biological child, adopted child, foster child, stepchild, or a child for whom the employee acted in place of the child's parent (in loco parentis)), the employee may take up to ten (10) working days of leave within sixty (60) days of receiving notice of the child's death. The employee may use paid days provided above and the additional days without pay. Where practical, the employee should provide the City with at least 48 hours' advance notice of the need for leave. Should the same employee have more than one child who dies within a 12-month period, the employee is eligible for up to a maximum of six (6) weeks of unpaid leave during the 12-month period – the employee may take any paid time available as set forth above followed by non-paid time. NOTE: Employees eligible for leave under the Illinois Child Bereavement Law are those employees who are "eligible employees" under the Family and Medical Leave Act. If the employee does not meet FMLA eligibility requirements and/or has exhausted all FMLA available, the employee would not be an "eligible employee" under the Illinois Child Bereavement Law.

6.4.2 Other Than Immediate Family. Employees shall be allowed up to three (3) days paid funeral leave in the event of a death of a family member other than the immediate family. The number of

days of funeral leave allowed shall be at the discretion of the Division head and shall be decided on a case-by-case basis, dependent upon the circumstances and the relationship of the family member to the employee.

Employees shall be allowed the option of using two (2) days of any other form of accrued leave (sick leave, vacation, personal day) to attend the funeral of anyone other than those family members defined in the section above. Any additional time off desired in conjunction with a funeral as defined by this section shall be considered vacation and shall be subject to the appropriate approvals.

6.4.3 Notification of Employer. In order to qualify for this allowable time off, the employee must, as soon as possible, notify his/her Director and secure his/her permission to be absent from work.

SECTION 6.5 - Jury Duty. Jury pay will be granted for jury services; however, employees will be required to reimburse the City for any payment for jury duty service on those days the employee would have been on duty for the employer.

SECTION 6.6 Personal Day. The City shall grant up to one (1) day personal leave per year after the first six (6) months of continuous employment without deduction from regular compensation, subject to the following conditions:

- A. Such leave shall not be accumulated.
- B. A request for personal day shall be made to the Director who shall have discretion as to timing of the allowance.

SECTION 6.7 - Leave of Absence. In the event an employee desires a leave of absence for personal reasons from his/her regular duties, he/she may make a request to his/her Employer.

Such leave is without pay, does not constitute a break in seniority, and employee may continue on City health plan at his/her cost.

SECTION 6.8 – Filling Time Off. Filling all time off for Sewer Plant Operators will be filled by Relief Operators whenever practical without creating overtime.

6.8.1 – Relief Operators. Relief Operators shall be assigned in the following order of precedence, contingent upon availability:

- Relief Operator
- Plant Maintenance Tech
- Plant Biosolids Operator
- Wastewater Line Maintenance Worker

ARTICLE 7: FRINGE BENEFITS

SECTION 7.1 - Health Insurance.

- A. The City shall continue to provide health insurance coverage for all employees and their dependents. The City retains the discretion to advertise for bids for or to negotiate a new policy at the end of the term of the existing policy, or to self-insure, provided that:
 - 1. Any such new policy or self-insured coverage shall not include any significant reduction in benefits from that of the existing policy.
 - 2. That during the period of advertising for new bids, renegotiating for a new policy, or developing a self-insured plan, the City will consult with and seek the input of the Union. The Union shall have the right to actively participate in this process, with the understanding that the final decision regarding any such new policy or self-insured program may be made by the City, subject to the provisions of this Article regarding reduction in benefits.
- B. Effective July 1, 2006, the employer shall continue to pay all of the premium costs of health insurance coverage for the full-time employees. As to the cost of dependent coverage, the employee shall pay 25% of the difference between the cost of employee coverage and dependent coverage. The remaining 75% will be paid by the City.
- C. The City agrees to allow retirees to purchase health insurance at group rates through the City's plan in accordance with Public Act #86-1444 and City Resolution 3395.
- D. A retirement health insurance benefit of up to 66.7% of the employee cost per month provided if:
 - 1. Employee has at least 15 years of service and is actively withdrawing IMRF retirement.
 - 2. Employee stays with the Employer's current insurance company.
 - 3. Benefit continues until employee is eligible for Medicare benefits.

7.1.1 Conversion. The employee will be given 30 days to secure conversion plan to be offered by present carrier for the City.

SECTION 7.2 - Worker's Compensation. City employees are protected by worker's compensation insurance. Absence from work due to illness or injury for which compensation is received is not deducted from service time for determining seniority or benefits. An employee injured on the job and unable to perform his/her regular duties shall be paid the difference between his/her workers' compensation insurance and his/her regular weekly rate of pay for a period not to exceed 12 months from the date of injury.

SECTION 7.3 - Retirement Fund.

7.3.1 IMRF. The Employer contributes to the Illinois Municipal Retirement Fund in an amount equal to that determined annually by IMRF based upon a percentage of gross pay for all hours worked.

SECTION 7.4 - Payroll Deductions. Payroll deductions for Union dues for Local520C will be allowed for employees. The City also offers payroll direct deposit into multiple bank accounts for the convenience of its employees.

SECTION 7.5 - Life Insurance. City employees will receive \$30,000 in life insurance to be paid by the City.

Section 7.6 - Safety Bonus. For the duration of the Agreement, each employee who, for consecutive twelve-month period beginning on May 1 of each year, is not responsible for a chargeable accident shall receive a lump sum bonus of \$250 payable the same time as bonuses provided for in this contract. Employees who participate in the City’s annual Biometric Screening will receive an additional lump sum bonus of \$50.

For the purposes of this section, the phrase “chargeable accident” shall mean, an occurrence involving the creation of an obligation to pay expenses, damages or other compensation arising out of an occurrence involving property damage or involving personal injury to anyone but excluding either damage to underground utilities occurring by reason of excavation conducted in full compliance with Joint Utility Locating Information for Excavators procedures or property damage occurring as a result of the discharge of objects from under the mower deck.

ARTICLE 8: GRIEVANCE PROCEDURE

SECTION 8.1 - Grievance Procedure. In the event that any dispute concerning the interpretation or application of the Agreement shall arise, or in the event that an employee is disciplined to the extent that the actual punishment imposed involved time off or financial loss to such employee, there shall be no unauthorized strike, work stoppage, slow down, or lockout and the procedure to be followed in an effort to reach a mutual understanding shall be in the order as herein indicated, subject to Section 8.2 below:

- A. The Employee shall file a grievance within 14 calendar days of the date of discipline.
- B. The questions shall be discussed between the Grievance Committee to be appointed by the Union and the Division Director within 14 calendar days of the grievance being filed.
- C. Upon failure to agree after the above procedure has been followed, the question shall be discussed between the Grievance Committee and the City Manager, who shall respond within 14 calendar days of receipt.
- D. If the grievance is still unsettled, either party may request binding arbitration, within 20 days of the manager’s response, subject to the following restrictions:
 1. No matter shall be considered for arbitration unless the subject matter of the dispute is covered by a provision of the contract that specifically covers the subject matter of the dispute.
 2. The arbitrator shall limit his/her decision to the application and interpretation of specific provisions of the contract.
 3. If the matter in dispute is able to be arbitrated, the hearing shall be conducted by an arbitrator to be selected by the Employer and the Union under the following procedure: If the parties cannot agree upon an arbitrator, the Federal Mediation and Conciliation Service shall be requested by either party to provide a panel of five arbitrators. The party requesting arbitration shall strike the first name from the panel. The other party shall strike the second name from the panel. This process of striking shall be repeated in that order and the person remaining shall be the arbitrator.
The arbitrator shall be requested to render his/her decision within 30 days after conclusion of the hearing, which decision shall be honored by both parties hereto if legally permissible. The parties agree to share the cost of arbitration.

SECTION 8.2 - Disciplinary Action Not Involving Time Off or Financial Loss. Disciplinary actions which do not involve time off or financial loss to the employee shall be deferred from arbitration.

However, if a disciplinary action is imposed upon an employee which does involve time off or financial loss to the employee, the Union may compel separate arbitration over any other disciplinary action to the same employee not involving time off or financial loss unless it has been wiped out.

ARTICLE 9: PHYSICAL TESTING

SECTION 9.1 - Physical Testing. The parties agree that during the term of this agreement, no bargaining unit member whose position requires them to hold a commercial driver's license ("CDL") shall be required to submit to any testing to determine the presence of drugs or alcohol or any physical testing except as required by Federal Motor Carrier Safety Regulations, 49 CFR Part 40 and Part 382 (currently specified in City Resolution No. 4045, adopted October 28, 1996). Should the Employer determine during the term of this agreement that any additional testing is necessary for the efficient and safe operation of the workplace, the Employer shall notify the Union of its desire to bargain over whether such testing shall occur, and, if so, what procedures shall be consistent with applicable law. Employees who are not required to possess a CDL shall be subject to drug and alcohol testing in accordance with City Policies applicable to all other employees.

ARTICLE 10: SAVING CLAUSE

SECTION 10.1 - Saving Clause. In the event any Article, Section or portion of this Agreement should be held invalid and unenforceable by any Court of competent jurisdiction, such decision shall apply only to the specific Article, Section or portion thereof specified in the Court's decision.

ARTICLE 11: DURATION OF AGREEMENT

SECTION 12.1 - Duration of Agreement. This Agreement shall be in full force and effect from January 1, 2026 through December 31, 2028. It shall continue from year to year thereafter, provided that either party may give the other written notice of intention to change no later than sixty (60) days before the expiration date of said Agreement.

Signed at Collinsville, Illinois, this _____ day of _____, 2026.

**INTERNATIONAL UNION OF
OPERATING ENGINEERS
LOCAL 520C**

CITY OF COLLINSVILLE, ILLINOIS

President

Mayor

Business Manager

City Clerk

Negotiating Committee:

EXHIBIT “A”

Base Wages

	January 1, 2026	January 1, 2027	January 1, 2028
Division	4%	4%	4%
Street Employees	\$40.81	\$42.44	\$44.14
Water Employees	\$40.81	\$42.44	\$44.14
Sewer Employees	\$40.81	\$42.44	\$44.14
Sewer Plant Operators			
Unlicensed	\$40.81	\$42.44	\$44.14
Class 4	\$41.62	\$43.29	\$45.02
Class 3	\$42.03	\$43.71	\$45.46
Class 2	\$42.44	\$44.14	\$45.90
Class 1	\$43.26	\$44.99	\$46.79

*If an employee is required to have a class license (water or sewer) the employee shall receive the equivalent class pay.

Longevity

Employees hired after May 23, 2017 are not eligible to receive longevity pay at any time while employed by the City. All others are eligible as set forth below.

YEARS OF FULL TIME SERVICE TO THE CITY

% OF EMPLOYEE’S PAY SCALE

From beginning of year 2 thru end of year 5*	2.5%	Added to pay scale
From beginning of year 6 thru end of year 9	3%	Added to pay scale
From beginning of year 10 thru end of year 13	4%	Added to pay scale
From beginning of year 14 thru end of year 17	5%	Added to pay scale
From beginning of year 18 thru end of year 20	6%	Added to pay scale
From beginning of year 21 thru end of year 25	7%	Added to pay scale
From beginning of year 26 thru end of year 30	8%	Added to pay scale
From beginning of year 31 and over	10%	Added to pay scale

*not applicable to employees hired on or after May 1, 2010

Shift Pay

Shift pay of \$1.00 an hour will be paid for all hours worked during the day other than the normal workday as stated in Article 4, Section 4.5. Sewer operators will be paid \$1.00 an hour for all hours worked other than their normal day shift.

New Hire (i.e., hired after 5/23/17) Rates

From hire to 1 st anniversary date	- 20% below Base rates
From 1 st anniversary to 2 nd anniversary date	- 15% below Base rates
From 2 nd anniversary to 3 rd anniversary date	- 10% below Base rates
From 3 rd anniversary to 4 th anniversary date	- 5% below Base rates

New hires' advancement will be contingent upon satisfactory or better performance evaluations.