

**2011 CONTRACT AMENDMENT
BY AND BETWEEN
INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 150
AND
THE VILLAGE OF LA GRANGE**

Local 150 of the International Union of Operating Engineers (Union) and the Village of La Grange (Village) mutually agree to amend the current collective bargaining agreement by modifying the following provisions to their respective articles and sections as noted below:

ARTICLE XV
SALARIES / PAY PRACTICES

SECTION 1 – Wages

Amend Section 1 such that base salaries shall be increased in accordance with the appropriate years in Appendix A-1, and delete Appendix A.

Amend Section 1 by deleting the second paragraph and replacing it with a new second paragraph to read as follows:

Effective May 1, 2011, the step system schedule shall be adjusted by 2% in accordance with Appendix A-1. Effective May 1, 2012, the step system schedule shall be adjusted by 2.5% in accordance with Appendix A-1.

ARTICLE X
LAYOFF AND RECALL

Notwithstanding any other provisions in this Agreement, the Village agrees that it will not lay off any bargaining unit employee through 11:59 p.m. on April 30, 2012. This no layoff guarantee shall expire (sunset) at 11:59 p.m. on the 30th day of April, 2012, when the parties shall revert immediately to the layoff provisions of the parties' collective bargaining agreement. The parties agree that the "no layoff" provision and the effects of its application:

1. Do not apply to existing vacancies, and shall not apply to vacancies in the future created by attrition; and
2. is a one-time occurrence only and shall not be considered in any manner as precedent-setting or "status quo" in any future negotiations.

Each of the parties represents that it has reviewed the terms of this Amendment and by executing this document, agrees to its terms. Each of the parties whose signature appears below represents that he / she has authority to enter into this Amendment.

IN WITNESS WHEREOF, the parties have hereto set their hands, this 23 day of May, 2011.

For the Village



For the Union

Deanna M. Distasio

APPENDIX A-1

WAGES

			Start	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FY 2010-11 GUW			19.46	20.04	20.64	21.26	21.90	22.55	23.23	23.93	24.65	25.38	26.15	26.93	27.74
	Crw Ldr		23.21	23.91	24.62	25.36	26.12	26.91	27.71	28.55	29.40	30.28	31.19	32.13	33.09
FY 2011-12 GUW			19.85	20.44	21.05	21.69	22.34	23.00	23.69	24.41	25.14	25.89	26.67	27.47	28.29
	Crw Ldr		23.67	24.39	25.11	25.87	26.64	27.45	28.26	29.12	29.99	30.89	31.81	32.77	33.75
FY 2012-13 GUW			20.35	20.95	21.58	22.23	22.90	23.58	24.28	25.02	25.77	26.54	27.34	28.16	29.00
	Crw Ldr		24.26	25.00	25.74	26.52	27.31	28.14	28.97	29.85	30.74	31.66	32.61	33.59	34.59