



**DATE:** November 5, 2020

**MEMO TO:** Terry Wilke, Chair  
Finance Committee

**FROM:** Mary E. Kann  
Director of Administration

Mike Tully  
Chief Operations Officer

**RECOMMENDATION:** Recommend approval of a Resolution Approving an amendment to the Collective Bargaining Agreement between the District and the Construction and General Laborers' Local Union Number 152 extending the Agreement by one year and agreeing to certain wage increases.

**STRATEGIC DIRECTION SUPPORTED:** Organizational Sustainability

**FINANCIAL DATA:** The total cost of the wage increase for 63 employees for one year is approximately \$132,700, which was included in the FY2021 budget.

**BACKGROUND:** The District and the Construction and General Laborers' Local Union Number 152 entered into a three-year agreement effective on December 1, 2017. This Agreement will expire on November 30, 2020. Because of the COVID-19 pandemic, Local Union Number 152 requested a one-year contract extension rather than negotiating a new contract. The amendment negotiated by staff and attached to the attached resolution provides for a one-year extension and a three percent (3%) wage increase, while holding the increase to each pay grade's maximum wage to 2%.

**REVIEW BY OTHERS:** Chief Operations Officer, Director of Finance, Manager of Human Resources & Risk, Corporate Counsel.



**LAKE COUNTY FOREST PRESERVE DISTRICT  
LAKE COUNTY, ILLINOIS**

**A RESOLUTION APPROVING AN AMENDMENT TO  
THE COLLECTIVE BARGAINING AGREEMENT WITH  
THE CONSTRUCTION AND GENERAL LABORERS' LOCAL UNION NUMBER 152**

**WHEREAS**, on May 19, 1989, certain employees of the Lake County Forest Preserve District (“District”) elected the Construction and General Laborers Local Union Number 152 (“Local 152”) to be their exclusive representative for the purpose of bargaining with the District with respect to wages, hours of employment, and other conditions of employment; and

**WHEREAS**, the District has entered into a Collective Bargaining Agreement (“Agreement”) with Local 152; and

**WHEREAS**, it is in the best interest of the District to approve an amendment to the Agreement in substantially the form attached hereto (“Amendment to Collective Bargaining Agreement”), which would extend the term of the Agreement and amend the Agreement in relation to wages and salary grade maximums;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Commissioners of the Lake County Forest Preserve District, Lake County, Illinois, **THAT**:

**Section 1: Recitals.** The recitals set forth above are incorporated as a part of this Resolution by this reference.

**Section 2: Approval of Amendment to Collective Bargaining Agreement.** The Amendment to Collective Bargaining Agreement is hereby approved in substantially the form attached hereto.

**Section 3: Execution of Amendment to Collective Bargaining Agreement.** The President of the District is hereby authorized and directed to execute the Amendment to Collective Bargaining Agreement in substantially the form attached hereto.

**Section 4: Effective Date.** This Resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this \_\_\_\_ day of \_\_\_\_\_, 2020

AYES:

NAYS:

APPROVED this \_\_\_\_ day of \_\_\_\_\_, 2020

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Angelo D. Kyle, President  
Lake County Forest Preserve District

ATTEST:

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Julie Gragnani, Board Secretary  
Lake County Forest Preserve District  
Exhibit No. \_\_\_\_\_

## AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

The Lake County Forest Preserve District ("Employer" or "District") and Construction and General Laborers' Local Union Number 152 (the "Union") now agree, effective December 1, 2020, to amend their collective bargaining agreement as entered into December 1, 2017 (the "Contract"), and further agree that such amendment to the Contract shall be in accordance with the following modified terms, as assented to by the parties on November 10, 2020. Particular provisions of the Contract governing salary grades, wage increases, and contract expiration date are hereby modified, and only to the extent of the following specific agreed upon terms:

1. Salary grade maximums will increase by 2% on December 1, 2020. See Appendices A and B.
2. Across the board increases in wages of three percent (3%) will be implemented on December 1, 2020.
3. The expiration date of November 30, 2020 provided for under the Contract is superseded by a new expiration date of November 30, 2021. The provisions of Article 13 of the Contract otherwise are unchanged.

All other terms of the Contract remain in effect.

**Lake County Forest Preserve District**

BY: \_\_\_\_\_  
Angelo Kyle, President

DATE: \_\_\_\_\_

**Construction and General Laborers  
Local Union Number 152**

BY: \_\_\_\_\_  
Shawn Fitzgerald Business Manager

DATE: \_\_\_\_\_

**ATTEST:**

\_\_\_\_\_  
Secretary

(SEAL)

# Appendix A

## Salary Schedule for Construction and General Laborers Local 152 Hired Before December 1, 2013

Pay Grade	Position Title	12/1/2020	
		Min	Max
A	Assistant Golf Mechanic Maintenance Worker	\$22.49	\$34.50
B	Sign Service Technician Equipment Operator Nursery Coordinator Painter/Taper Survey Technician Assistant Site Superintendent	\$24.07	\$36.90
C	Electrician/HVAC Technician Plumber Heavy Equipment Operator Carpenter Preserve Maintenance Crew Chief Forestry Technician Golf Course Mechanic Natural Resource Technician	\$25.77	\$39.48
D	Construction Crew Chief Preserve Maintenance Crew Chief II Mechanical Service Technician Natural Resource Crew Chief Forestry Crew Chief Painter Crew Chief	\$27.56	\$42.26
E	Electrician/HVAC Crew Chief Mechanical Service Crew Chief Carpenter Crew Chief Heavy Equipment Operator Crew Chief	\$31.13	\$45.23

*Appendix B*

Salary Schedule for Construction and General Laborers Local 152  
Hired After December 1, 2013

Pay Grade	Position Title	12/1/2020	
		Min	Max
<b>A</b>	Assistant Golf Mechanic Maintenance Worker	\$22.49	\$29.97
<b>B</b>	Sign Service Technician Equipment Operator Nursery Coordinator Painter/Taper Survey Technician Assistant Site Superintendent	\$24.07	\$32.06
<b>C</b>	Electrician/HVAC Technician Plumber Heavy Equipment Operator Carpenter Preserve Maintenance Crew Chief Forestry Technician Golf Course Mechanic Natural Resource Technician	\$25.77	\$34.31
<b>D</b>	Construction Crew Chief Preserve Maintenance Crew Chief II Mechanical Service Technician Natural Resource Crew Chief Forestry Crew Chief Painter Crew Chief	\$27.56	\$36.72
<b>E</b>	Electrician/HVAC Crew Chief Mechanical Service Crew Chief Carpenter Crew Chief Heavy Equipment Operator Crew Chief	\$31.13	\$39.28