

VILLAGE OF LOMBARD  
REQUEST FOR BOARD OF TRUSTEES ACTION  
For Inclusion on Board Agenda

\_\_\_\_\_ Resolution or Ordinance (Blue) \_\_\_\_\_ *Waiver of First Requested*  
\_\_\_\_\_ Recommendations of Boards, Commissions & Committees (Green)  
  X   Other Business (Pink)

TO: PRESIDENT AND BOARD OF TRUSTEES  
FROM: Scott Niehaus, Village Manager  
DATE: April 15, 2014 (B of T) Date: April 17, 2014  
TITLE: Agreement with SEIU Local 73

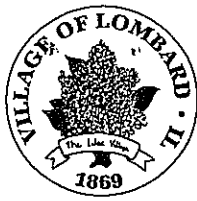
BACKGROUND/POLICY IMPLICATIONS:

Approval of an initial contract between the Village of Lombard and the SEIU Local 73 for a period extending through December 31, 2015.

Review (as necessary):

Village Attorney X _____	Date _____
Finance Director X _____	Date _____
Village Manager X <u>Scott Niehaus</u>	Date <u>4/15/14</u>

NOTE: All materials must be submitted to and approved by the Village Manager's Office by 12:00 noon, Wednesday, prior to the Agenda Distribution.

**MEMORANDUM**

**TO:** Honorable President and Board of Trustees  
**FROM:** Scott Niehaus, Village Manager  
**DATE:** April 15, 2014  
**SUBJECT:** AGREEMENT WITH SEIU LOCAL 73

The Village of Lombard's negotiating team has reached a Tentative Agreement on the initial contract with SEIU LOCAL 73 which represents the following full and part-time job classifications listed below:

Accountant, Accounting Assistant, Accounts Payable/Accounts Receivable Clerk, Administrative Coordinator, Administrative Secretary-Community Development, Administrative Secretary-Finance, Administrative Secretary-Fire, Administrative Secretary-Police, Administrative Secretary-Public Works, Building Division Plan Review/Inspector I, Building Division Representative, Chief Electrical Inspector/Plan Reviewer, Civilian Engineering Technicians, Code Enforcement Coordinator, Code Enforcement Officers, Customer Service Representative, Development Services Inspector, Fire and Life Safety Specialists, Fire Prevention Inspectors, G.I.S. Technician, Human Resources Clerk, IT Specialist, Planner I, Plumbing Plan Review/Inspector, Public Works Data Clerk, Senior Building Division Representative, Senior Planner, Water Billing Representative, Administrative Secretary-Village Manager's Office.

A copy of the proposed contract is attached here for your review and consideration. The Village has also received notice that on March 20, 2014, the attached contract was ratified by a majority of the members of the bargaining unit.

The terms of the Agreement are as follows:

**Duration:** The contract is effective as of the date of execution and ends December 31, 2015.

The contract terms generally reflect the terms and conditions currently applicable to non-bargaining unit employees under the HR Manual.

Sections of Note:

\* **Article 4 – Grievance Procedure**

A four (4) step grievance procedure was placed in the contract to address complaints arising out of an alleged violation or misinterpretation or misapplication of the written provision(s) contained in this Agreement.

\* **Section 21.1 – Hospitalization and Major Medical Insurance**

The Bargaining Unit will have the same benefit level as the Non-Bargaining Unit HMO and PPO plans.

\* **Wages:**

Year 1 - (January 1, 2013 through December 31, 2013)

Top end of range locked for all but five job classifications; starting wages locked for all job classifications; employees receive a 1.75% increase if within the range or \$1,000 lump sum payment if at the top/above of the range; targeted wage increases for two job classifications by side letter agreement.

Year 2 - (January 1, 2014 through December 31, 2014)

Employees receive a 1.75% increase if within the range or \$1,250 lump sum payment if at the top/above the range.

Year 3 – (January 1, 2015 through December 31, 2015)

Employees receive a 2.00% increase if within the range or \$1,250 lump sum payment if at the top/above the range.

Members of the Bargaining Unit have ratified the attached Agreement. Last week the Illinois Labor Relations Board held an election on a decertification petition and by a vote of 21-20, employees elected to continue with SEIU representation.

Accordingly, members of the negotiating team recommend approval of the contract as presented. Please feel free to contact me if there are any questions or concerns.