

**COLLECTIVE BARGAINING AGREEMENT BETWEEN**  
**THE CITY OF COLLINSVILLE, ILLINOIS**  
**AND**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS,**  
**LOCAL 148**  
**(WATER PLANT)**

**JANUARY 1, 2026 – DECEMBER 31, 2028**

## INDEX

ARTICLE 1 - RECOGNITION	3
Section 1.1 - Recognition	3
Section 1.2 - Membership	3
Section 1.3 – Check-Off	3
ARTICLE 2 - RIGHTS	3
Section 2.1 - Management Rights	3
Section 2.2 - Civil Emergencies	3
Section 2.3 - Union Rights	4
Section 2.4 - No Strike or Lockout	4
ARTICLE 3 - EMPLOYMENT RIGHTS	4
Section 3.1 - Seniority	4
Section 3.2 - Negotiation Time	5
ARTICLE 4 - EMPLOYMENT CONDITIONS	5
Section 4.1 - Hours of Work	5
Section 4.2 - Overtime	5
Section 4.3 - Job Protection--Statement of Policy	5
Section 4.4 - No Discrimination	5
Section 4.5 - Promotions	5
Section 4.6 - Safety and Health Standards and Rules	6
Section 4.7 - Drug and Alcohol Compliance Testing	6
Section 4.8 - Call-Out Work	6
ARTICLE 5 - WAGES	6
Section 5.1 - Wages	6
Section 5.2 - Longevity	6
Section 5.3 - Shift Differential	6
Section 5.4 - Class A License Renewal Bonus	6
ARTICLE 6 - LEAVES	7
Section 6.1 - Sick Leave	7
Section 6.2 - Jury Duty	8
Section 6.3 - Funeral Pay	8
Section 6.4 - Personal Day	9
Section 6.5 - Leave of Absence	9
Section 6.6 - Family & Medical Leave	9
ARTICLE 7 - FRINGE BENEFITS	9
Section 7.1 - Health Insurance	9
Section 7.2 - Worker's Compensation Insurance	10
Section 7.3 - Americans with Disabilities Act	10
Section 7.4 - Retirement Fund	10

Section 7.5 - Vacations	10
Section 7.6 - Holiday Pay	11
Section 7.7 - Uniforms	12
Section 7.8 - Meal Pay	12
Section 7.9 - Payroll Deductions	12
Section 7.10 - Compensatory Time	12
Section 7.11 - Education	13
Section 7.12 - Residency	13
Section 7.13 - Life Insurance	13
Section 7.14 - Safety Bonus	13
ARTICLE 8 - GRIEVANCE PROCEDURE	14
Section 8.1 - Grievance Procedure	14
ARTICLE 9 - LABOR MANAGEMENT RELATIONS	15
ARTICLE 10 - DURATION OF AGREEMENT	15
EXHIBIT A	16

## AGREEMENT

THIS AGREEMENT made and entered into by the CITY OF COLLINSVILLE, ILLINOIS, hereinafter referred to as the "Employer", and the INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 148, 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 the water plant operators employed at the Employer's water treatment plant. Reference to employees in this Agreement shall mean employees in the unit above described.

**SECTION 1.2 - Membership.** Every employee subject to this Agreement may choose to become a member of the Union and may choose to maintain such membership in good standing during the life of this Agreement.

**SECTION 1.3 - Check-Off.** Union dues shall be checked off pay only on the separate written order of the individual employee subject to revocation by him or her anytime by means of separate written order. The Employer shall notify the Union at once on the receipt of any such notice of revocation.

### ARTICLE 2 RIGHTS

**SECTION 2.1 - Management Rights.** Except as specifically limited by the express provisions of this Agreement, the Employer retains all traditional rights to manage and direct the affairs of the City in all of its various aspects and to manage and direct its employees, including but not limited to the following: to plan, direct, control, and determine the budget and all the operations, services, and missions of the Employer; to supervise and direct the workforce; to establish the qualifications for employment and to employ employees; to schedule and assign work; to establish work and productivity standards, and, from time to time, to change those standards; to assign overtime; to contract out for goods and services to the extent the Employer possessed this right prior to the execution of this Agreement; to determine the methods, means, organization, and number of personnel by which such operations and services shall be made or purchased; to make, alter and enforce reasonable rules, regulations, orders, and policies; to evaluate employees, to establish performance standards; to discipline, suspend, and/or discharge non-probationary employees for just cause; to change or eliminate existing methods, equipment or facilities or introduce new ones; to take any and all actions as may be necessary to carry out the mission of the Employer; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

**SECTION 2.2 - Civil Emergencies:** If, in the sole discretion of the Employer, it is determined that extreme civil emergency conditions exist, including but not limited to riots, civil disorders, tornado conditions, floods, pandemics, health crises, or other similar catastrophes, the provisions of this agreement may be suspended by the Employer during the time of the emergency, provided the wage rate and all economic benefits shall not be suspended (unless the employee(s) are laid off due to lack of work created by the emergency), and that the provisions

of this Article shall neither limit an employee's right to invoke the grievance procedure in a timely manner after the cessation of the emergency, nor limit the protections granted by the other sections of this Agreement. Written notice shall be forwarded to a Local 148 representative at a practical time. It is agreed that the processing of any grievance occurring during this emergency shall be delayed until a time when the emergency conditions no longer hamper normal business activity.

**SECTION 2.3 - Union Rights.** All work associated with the operation and maintenance of the Collinsville Water treatment plant, not including managerial and administrative functions, is to be performed by members of this bargaining unit. The only exceptions are work contracted out, work performed by interns, and work performed by temporary employees. The Employer will make every reasonable effort to ensure that a member of the bargaining unit is present at the plant and in charge of its operation; the only exceptions being new hires, probationary employees and cases of extreme emergency. At no time will members of another bargaining unit within the City be permitted to oversee or supervise the operation or maintenance of the water treatment plant, except in cases of emergency, as determined by the Employer.

**SECTION 2.3.1 - Acting Chief Operator's Pay.** If it is necessary for an operator to be appointed to fill the duties of the Chief Operator, that operator shall receive \$1.75 per hour added to his/her wages.

**SECTION 2.4 - No Strike or Lockout.** During the term of this Agreement the union, its officers, agents, representatives, stewards and members, and all other employees shall not, in any way, directly or indirectly, instigate, lead, engage in, authorize, cause, assist, encourage, participate in, ratify, or condone any strike, sympathy strike, slowdown, work stoppage, or any other interference with or interruption of work anywhere within the City or in connection with any operation or function of the City. During the term of this agreement, the City shall not lockout employees covered by this agreement.

### **ARTICLE 3** **EMPLOYMENT RIGHTS**

#### **SECTION 3.1 - Seniority.**

**3.1.1 - Definition.** Seniority means the length of service of the employee from the date of employment.

**3.1.2 - Probationary Period.** New employees shall have a 6-month probationary period after their date of hire. The Employer may require an extension of up to 90-calendar days, upon written notice to a Local 148 representative. During the probationary period, an employee can be terminated for any reason without recourse by the Union or the employee through the grievance procedure.

**3.1.3 - Breaks in Seniority.** 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 of absence.

**3.1.4 - Lay Off.** In the event it becomes necessary to lay off employees for any reason, employees shall be laid off in the inverse order of their seniority provided the employees retained

have the skill and ability to do the work required.

**3.1.5 - Supervisor Seniority.** A bargaining unit employee who is promoted into a non-union supervisory position shall have his seniority frozen from the date of acceptance of the non-union position. That employee shall lose his right to return to the bargaining unit 2 years after acceptance of the non-union position unless there is a position available that will not displace another member of the bargaining unit. If such a vacancy is available, the employee shall return to the bargaining unit with all previously accrued union seniority.

**SECTION 3.2 - Negotiation Time.** Employees shall receive time off without loss of pay when necessary to perform negotiation or shop steward duties, provided the number of employees taking such time off does not exceed 2. The Employer agrees to replace the operator with another operator at time and one-half, as necessary.

#### **ARTICLE 4** **EMPLOYMENT CONDITIONS**

**SECTION 4.1 - Hours of Work.** The work day shall start at 11 pm. The work week shall start at 11 pm on Friday, and end at 11 pm the following Friday. Eight (8) hours of work shall constitute a normal day's work and forty (40) hours of work shall constitute a normal week's work. A paid lunch period will be included.

Management will schedule the Mechanic Operator to fill day shift vacancies in the operation schedule based on needs of the plant.

**SECTION 4.2 - Overtime.** Employees will be paid the standard overtime rate (one and one-half times their regular rate of pay) for all hours worked over 40 hours in a normal workweek or the normal eight (8) hour day. Approved time off (i.e. sick time, vacation, personal time, and compensatory time) taken during the work week, shall be considered as time worked when calculating overtime pay.

**SECTION 4.3 - Job Protection--Statement of Policy.** The Employer and the Union agree, as a matter of policy, that employment with the City should be based on merit and length of service and should be free from any political influence or control. Merit is defined as the composite of attendance, work record, and ability to do the work.

**SECTION 4.4 - 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 4.5 - Promotions.** Promotions within the bargaining unit are to be made from the rank of water treatment plant operators working at the time the promotion is to be made. If qualifications are equal, promotions will be made to the most senior qualified employee. Qualifications will include class of license, ability to work with others including the public and knowledge of administrative duties. Once an employee has been promoted, the employee will serve a ninety (90) day probationary period. During that period, the promoted employee can elect to return to his former position and the Department Head has the power to send the promoted employee back to his former position at his discretion. The Department Head's decision is reviewable under the grievance procedure. Members of the bargaining unit will be considered

for any supervisory, non-union promotions made by the Employer.

**SECTION 4.6 - Safety and Health Standards and Rules.** Bargaining Unit members shall share equally with the Employer the responsibility for following established safety and health standards and rules. The Employer agrees to continue its practice of supplying necessary gear and safety equipment. All employees are required to wear such safety gear as the Employer shall determine, and as ordered by the Director.

**SECTION 4.7 - Drug and Alcohol Compliance Testing.** The parties agree that during the term of this agreement, no member of the bargaining unit shall be required to submit to any drug or alcohol testing except as required by the City's Drug & Alcohol Compliance Program. It is further understood that bargaining unit employees required to hold CDL licenses shall be subject to drug and alcohol testing under the City's Drug & Alcohol Compliance Testing Program. Should the Employer determine during the term of this agreement that a Citywide drug and alcohol testing program is necessary for the efficient and safe operation of the workplace, the Employer shall notify the Union of its desire to bargain over such testing, and shall formulate a policy mutually acceptable to both parties.

**Section 4.8 - Call-Out Work.** If called in to work or if required to attend a mandatory meeting, employees shall receive no less than two (2) hours pay at the standard overtime rate, unless worked in conjunction with the regular work day. When called for an emergency, the Employer reserves the right to require the employee to actually work the 2 hours for which he/she is paid, provided the work performed is related to the emergency at hand, or another emergency occurring while the employee is on duty. Any employee working more than the initial 2 hours will be paid for actual time worked.

## **ARTICLE 5** **WAGES**

**SECTION 5.1 - Wages.** All employees in the bargaining unit will be paid according to the Schedule in Exhibit A attached hereto.

**SECTION 5.2 - Shift Differential.** Bargaining unit employees working weekend shift, afternoon shift, night shift and day shift on holidays shall receive \$1 per hour as shift differential pay.

**SECTION 5.3 - Class A License Renewal Bonus.** An employee with a Class A license will receive a \$100 bonus every 3 years upon certification of the required training and renewal of their Class A license.

## **ARTICLE 6** **LEAVES**

### **SECTION 6.1 - Sick Leave.**

**6.1.1 - Definition.** All bargaining unit employees shall be allowed absence of leave from duties due to sickness or accident, without deduction from regular compensation, after thirty (30)

days employment, at the rate of one and one-half days for each calendar month of employment.

**6.1.2 - Maximum Accumulation.** Any unused days so allowable during any year can be accumulated in succeeding years until an employee has accumulated a total of (60) days of sick leave.

**6.1.3 - Sick Leave Bonus.** Employees will be paid for one-half of the number of unused sick leave accumulated over the maximum 60 days allowable. Payment shall be made on the second pay period in November, at the employee's current regular rate of pay.

**6.1.4 - Required Notification.** An employee absent because of illness must phone his Director or designee not later than 2 hours before starting time of the shift from which he will be absent.

**6.1.5 - Required Certification.** If the amount of sick leave claimed exceeds two calendar days, the Director may require a doctor's certificate certifying to the cause of sickness or accident of the employee and certifying that the employee was under his care and that it was a necessity that the employee be absent from work.

Notwithstanding the foregoing, the City may, in its sole discretion, require an employee who claims two (2) or fewer calendar days of sick leave and who the Employer reasonably believes to be abusing sick leave, to furnish the aforesaid doctor's certificate provided however, that prior to requiring an employee who claims two (2) or fewer calendar days of sick leave to provide a doctor's certificate, the Employer must have previously provided a written warning to the employee telling the employee that the Employer believes the employee has abused sick leave.

**6.1.6 - Sick Leave Preceding or Following Vacation, Holiday, Funeral Leave.** If sick leave is taken preceding or following any vacations, holidays or funeral leave, the Director may require a doctor's certificate.

**6.1.7 - Sick Leave Abuse.** If the head of a department shall determine the employee has charged an absence against sick leave pay although no actual sickness to the employee has occurred, said department head may deduct the value of the absent time from employee's wages or salary and take such disciplinary action as he deems proper. Such action will be subject to the grievance procedure.

**6.1.8 - Payment Upon Retirement/Separation.** Unused sick leave shall be paid to an employee under the following circumstances:

- (a) Upon retirement, provided the employee meets the IMRF definition of retirement, or
- (b) Upon separation from City service, no matter what the reason, provided the employee has ten (10) years' service with the City, or
- (c) Upon the employee's death, whereas the payment will go to the employee's spouse or heir.

Unused sick leave shall be included as a part of the employee's final paycheck at the employee's current regular rate of pay.

**SECTION 6.2 - Jury Duty.** Employees shall be granted jury duty leave for mandatory

jury service. In order to be eligible for such leave, the employee is required to turn over any payment received for such jury duty service to the Employer; the Employer will, in turn, pay the employee his/her regular rate of pay.

**SECTION 6.3 - Funeral Pay.**

**6.3.1 - Immediate Family.** All regular full-time employees shall follow the City's Employee Handbook in reference to Funeral Leave.

**6.3.2 - Other Family Members.** All regular full-time employees shall follow the City's Employee Handbook in reference to Funeral Leave.

**6.3.3 - All Others.** All regular full-time employees shall follow the City's Employee Handbook in reference to Funeral Leave.

**SECTION 6.4. Personal Day.** The Employer shall grant one (1) day personal leave per year after six (6) months of employment without deduction from regular compensation, upon approval by the Director or his/her designee. Such leave shall not be accumulated.

**6.4.1 - Additional Personal Day for CDL License Holder(s).** The Employer reserves the right to require any operator to obtain a CDL license if the Employer deems the responsibilities of the position so require.

**SECTION 6.5 - 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 the Director. Such leave shall be without pay, the employee shall continue to accrue his/her Union seniority, and the employee can continue on the City health plan at his/her expense.

**SECTION 6.6 - Family & Medical Leave:** In addition to other leaves granted by this Agreement, the Employer shall provide family and medical leave to all bargaining unit employees consistent with the provisions of the Federal Family & Medical Leave Act.

**ARTICLE 7**  
**FRINGE BENEFITS**

**SECTION 7.1 - Health Insurance.**

- (a) The Employer shall continue to provide health insurance coverage for all employees and their dependents. The Employer 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 Employer will notify the Union and will accept the Union's input regarding any new policy, with the understanding that the final decision regarding any such new policy or self-insured program may be made by the Employer, subject to the

provisions of this Article regarding reduction in benefits.

- (b) Effective July 1, 2005, 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) During the term of this agreement, should the Employer agree with another Union representing employees of the Employer to accept an employee contribution amount for health insurance which is lower than that set forth in Section 7.1(b), the contribution of employees in the bargaining unit covered by this agreement shall be lowered to equal the amount of employee contribution agreed to by the Employer and the said other Union. The provisions of this section 7.1(c) shall not apply and shall be of no force and effect in any case where the lower contribution amount is ordered by an arbitrator or panel of arbitration pursuant to the provisions of Section 14 of the Illinois Public Labor Relations Act (5 ILCS 315/14).

**SECTION 7.1.1 - Retirees Health Insurance.** Contribution Toward Retirees Health Insurance - City will contribute up to \$275 per month toward retirees health insurance premiums under the following conditions:

- (a) Retiree stay in City's health insurance plan.
- (b) Minimum 55 years of age and employed by the City at time of retirement
- (c) At least 20 years of continuous employment with the City
- (d) Benefit ceases when the retiree is eligible for Medicare.

**SECTION 7.2 - Worker's Compensation Insurance.** City employees are protected by Workmen'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 or pension.

**SECTION 7.3 - Americans with Disabilities Act.** The Employer is committed to compliance with the Americans with Disabilities Act. Eligible employees will be provided benefits and privileges in accordance with the provisions of the Act, and any applicable City policies and administrative procedures.

**SECTION 7.4 - Retirement Fund.** The Employer contributes to the Illinois Municipal Retirement Fund in an amount equal to that amount specified annually by I.M.R.F.

**SECTION 7.5 - Vacations.** Vacation will be awarded on the employee's anniversary date, according to the schedule below:

After 6 months	1 week
1st Anniversary	1 additional week
2nd - 4th Anniversary	2 weeks
5th - 9th Anniversary	3 weeks

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 date.

**7.5.1 - Splitting Vacation.** Vacation periods may be split, at the discretion of the Director.

**7.5.2 - Requesting Vacation.** The Director shall notify his/her department on or about September 1 of each year that in order to qualify for vacation allowance of their choice they must submit in writing their choice for vacation allowance with two (2) alternate periods on or before December 15. After December 15 of any year, vacation and compensatory time requests shall be treated equally and be granted on a first come, first served basis.

**7.5.3 - Seniority.** Vacation periods will be granted on the basis of seniority. Anyone failing to file a request for a specified period loses the right to exercise his/her seniority after December 15 of each year.

**7.5.4 - Adjusting Vacations.** If the Director deems it necessary, he/she may alter the vacation periods to adjust to the work load.

**7.5.5 - Vacation Pay Upon Separation.** Employee who terminates during the year will receive prorated vacation pay for all accrued vacation in accordance with Section 7.5.

**7.5.6 - Resignation.** Employee resigning from employment shall give at least fourteen (14) days' notification in writing prior to the effective date of the resignation.

## **SECTION 7.6 - Holiday Pay.**

**7.6.1 -** All employees shall receive a regular day's pay for the following holidays (subject to other provisions of this Agreement), even if not worked. Operators will be paid for the actual (not observed) holiday. Chief Operator and maintenance personnel will be paid for the observed (not actual) holiday.

New Year's Day	Columbus Day
Washington's Birthday	Veteran's Day
MLK Jr. Day	Thanksgiving Day
Memorial Day	Lincoln's Birthday
Independence Day	Christmas Day
Labor Day	

**7.6.2 - Qualification.** In order to receive holiday pay, the employee must not have taken a sick day on the last scheduled work day immediately preceding the holiday or on the next scheduled work day immediately following the holiday unless the employee is scheduled to work the holiday.

**7.6.3 - Working on a Holiday.** Employees who are scheduled to work any of the foregoing holidays shall be paid at the standard overtime rate for all hours worked, in addition to the regular day's pay for the holiday.

If a shift employee calls in sick on a holiday that said employee was scheduled to work, that employee will forfeit said holiday pay. The employee or employees who cover the eight (8)

hour shift will be paid the employee's forfeited holiday pay on a pro rata basis. This section will in no way increase the employer's liability to additional holiday pay.

**7.6.4 - Holiday During Vacation.** Whenever a holiday falls within an employee's vacation period, the employee shall not be charged vacation for that day.

**SECTION 7.7 – Uniforms.** Standard uniforms shall be mandatory for all bargaining unit employees. Uniforms shall be provided by the Employer and must be worn at all times while on duty. Employer will pay up to \$450.00 per year for cold weather apparel, prescription safety glasses and safety work shoes for each employee on an as needed basis as determined by the Director. New employees who work at least six (6) months in their first calendar year will receive a pro-rated allowance their first year of employment. Payments will be made in November. Uniforms and shoes are not to be worn while off duty.

**SECTION 7.8 - Meal Pay.** When employees covered by this Agreement perform unscheduled work in excess of three hours beyond an eight-hour day, they shall receive a meal or meals furnished by the Employer at designated restaurants within the City limits of Collinsville, Illinois. This does not include scheduled overtime. Employees called to work to relieve operators on duty due to sickness or emergency are eligible for meal pay. Each meal shall not cost in excess of \$20.00. Employees may purchase a meal and shall be reimbursed an amount up to \$20.00 by presenting receipts to their immediate supervisor.

**SECTION 7.9 - Payroll Deductions.** The Employer shall continue to deduct any back unpaid union dues and initiation fees owed to the Union (provided such indebtedness for dues or initiation fees was incurred during employment with the City) as well as current monthly Union dues and initiation fees and/or uniform assessments from the paycheck of employees who have signed proper legal authorizations for such work deductions and who are covered by this contract. Check off forms will be furnished by the Union and approved by the Employer. The Employer will remit, monthly when deducted, all such Union dues and initiation fees and uniform assessments. Payroll deductions for banking facilities will be allowable to all employees.

The Employer will recognize any authorization for deduction from wages which is signed by the employee and is in compliance with State law. No such authorization shall be recognized if in violation of State law. No deductions shall be made which are prohibited by applicable law.

**SECTION 7.10 - Compensatory Time.**

**7.10.1 - Definition.** Compensatory time shall mean time worked in excess of regular time, for which the employee elects to receive paid time off in lieu of overtime. Comp time may be accumulated at the rate of 1-1/2 hours for each hour worked, calculated to the nearest 1/4 hour.

**7.10.2 - Comp Time Eligibility.** Employees shall qualify for compensatory time under the following conditions:

- (a) The Employer may limit the amount of compensatory time an employee can accrue at any one time to a maximum of 80 hours. The amount of accrual remaining at the end of the fiscal year may be carried, but may never exceed 80 hours at any time.
- (b) Compensatory time may be used only with the prior approval of the Director or

his/her designee except for 40 hours of compensatory time per year which may be taken by the employee with twenty-four (24) hours prior notice to the Director. These 40 hours of compensatory time may not be taken on a holiday. Compensatory time cannot create overtime. The Director shall have the discretion to direct employees to reduce the amount of comp time at his/her discretion. If the employee does not schedule such time off, the Director may schedule use of the comp time, provided the Director will attempt to schedule time off at a date (or dates) mutually agreeable to him/her and to the employee. Failing to reach mutual agreement, the Director may schedule the excess compensatory time to be taken by the employee at a reasonable time and date. If the employee does not agree with the scheduling by the Director, he/she may grieve the issue through the grievance procedure.

- (c) Compensatory time accrued shall be included as part of separation pay, no matter what the reason for separation.

**7.10.3 - Coverage.** Comp time absence of 24 hours (3 days) or more shall be covered by the Mechanic Operator on day shift only whenever practical. Comp time off of less than 24 hours shall be covered by operators when available. Compensatory time cannot create overtime

## **SECTION 7.11 - Education**

**7.11.1 - Bonus.** A one-time bonus of \$150 will be paid to water plant employees upon upgrading of certification for each D, C, B and A level. This will be paid at the end of each contract year as a bonus for this accomplishment.

**7.11.2 - Training.** The Employer will pay the cost of tuition, books, and supplies for training directly associated with water treatment education subject to budget constraints and subject to prior approval by the City Manager. If approved by the City Manager prior to enrollment, the Employer will pay the costs of tuition, books and supplies for training directly associated with water treatment education. Employees are required to follow procedures outlined in the tuition reimbursement program in the employee handbook.

**7.11.3 - Certification Maintenance.** Wage scale is based on maintenance of a valid class license. Should Continuing Education Credits (CEU's) be required for maintenance of an operator's license, the Employer shall, in addition to Subsection 7.11.2 above, endeavor to make time and funds available for attendance at such classes so long as it does not cost overtime or cause undue hardship.

**7.11.4 - Training.** So far as possible, training arranged by the employee shall be scheduled for non-working time. Attendance at approved training classes occurring during scheduled working hours shall be contingent on 72-hour notice to management so that the Mechanic Operator can be scheduled to cover the hours.

**SECTION 7.12 - Residency.** Bargaining unit members may live anywhere in Madison or St. Clair Counties in Illinois or within a twenty-five-mile radius of City limits.

**SECTION 7.13 - Life Insurance.** City employees will receive \$30,000 in life insurance to be paid for by the City.

**SECTION 7.14 - Safety Bonus.** For the duration of the Agreement, each employee who, for a 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. Employees who participate in the City's annual Biometric Screening with receive an additional lump sum bonus of \$50.

For the purposes of this section the phrase "chargeable accident" shall mean an occurrence involving a loss of work time on the part of an employee of 24 hours or more ("Lost Time Injury"), an occurrence involving the creation of an obligation on the part of the Employer or its health insurance carrier, worker's compensation carrier or liability insurance carrier to pay expenses, damages or other compensation arising out of the occurrence ("Expense Event"), an occurrence involving property damage or an occurrence involving personal injury to anyone. Personal injury to the employee will not be included in the phrase "personal injury to anyone" in the immediately preceding sentence unless the personal injury to the employee involves a Lost Time Injury or Expense Event. An Expense Event will not include 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.

Employees are subject to disciplinary action, subject to the grievance procedure, for working unsafely. Employees who report an injury compensable by Workers' Compensation will not be disciplined for filing the claim.

## **ARTICLE 8** **GRIEVANCE PROCEDURE**

**SECTION 8.1 - Grievance Procedure.** In the event that any dispute concerning the interpretation or application of this Agreement shall arise, the procedure to be followed, in an effort to reach a mutual agreement, shall be in the order as herein indicated:

- (a) There shall be a conference between the employee's immediate Director and the aggrieved employee accompanied, if he/she chooses, by the shop steward. A grievance must be presented at Step 1 within five (5) days of the occurrence giving rise to the grievance. A grievance not satisfactorily resolved within two (2) days after presentation will proceed to Step 2 if reduced to writing duly signed by the shop steward or the aggrieved employee.
- (b) A conference will be held between a committee appointed by the City Manager, or his/her designated representative, and a designated representative of the Union; such conference to be held within fifteen (15) days following the written request made pursuant to Step 3. A grievance not satisfactorily resolved within ten (10) days of the conference at this step shall, on the written demand of the Union representative given within thirty (30) days of such conference, be submitted to arbitration.
- (c) An impartial arbitrator will be selected by mutual agreement of the Employer and the Union. In the event that the parties are unable to agree upon an impartial arbitrator within five (5) days of their effort to do so, then a joint written request will be submitted to the Federal Mediation and Conciliation Service to furnish a panel of seven (7) names of persons to serve as such arbitrator. The parties by

alternately striking names, shall select the impartial arbitrator to hear the grievance. The party demanding arbitration shall make the first strike from the panel. The decision of the arbitrator will be final and binding on both parties. All expenses of the hearing (including compensation of the arbitrator) will be borne equally by the parties. If the grievance involves an alleged violation of any section or sections of this contract, the arbitrator shall be authorized to interpret such section or sections, but he/she shall have no authority to add to, subtract from, or in any way change or modify the terms of this contract.

By mutual agreement between the Employer and the Union, the time limited provided in Steps A, B and C may be extended. Grievances not presented to the next succeeding step as provided above, shall be considered settled on the basis of the decision last made and shall not be eligible for further appeal unless an extension of time has been mutually agreed upon.

Days as referred to throughout this grievance procedure shall be calendar days, but shall not include Saturday, Sunday or the holidays recognized by this contract.

**ARTICLE 9**  
**LABOR MANAGEMENT RELATIONS**

The Union and Management shall strive together to create an atmosphere of harmonious relations. In the interest thereof, periodic meetings may be held between management and the union in order to keep employees informed of policies and to air concerns.

**ARTICLE 10**  
**DURATION OF AGREEMENT**

**SECTION 11.1 - Duration of Agreement.** This Agreement shall be in full force and effect from January 1, 2026 through December 31, 2028 and 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 NO. 148**

**CITY OF COLLINSVILLE**

By   
Business Manager

By \_\_\_\_\_  
Mayor

  
Business Representative

ATTEST:  
\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Chief Steward

**EXHIBIT "A"**

**LOCAL 148 PAY SCHEDULE**

**Section 5 - Wages**

**SECTION 5.1 - Wages:**

	January 1, 2026	January 1, 2027	January 1, 2028
	4.00%	4.00%	4.00%
Class D	\$40.89	\$42.53	\$44.23
Class C	\$42.58	\$44.28	\$46.05
Class B	\$43.22	\$44.95	\$46.75
Class A	\$44.74	\$46.53	\$48.39
Chief	\$48.94	\$50.90	\$52.94
Mechanic Operator	\$44.74	\$46.53	\$48.39

In addition to Exhibit A, the City can hire qualified employees on a higher scale.

**New Hire (i.e., hired after 6/13/17) Rates**

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

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

As of January 1, 2026, all current employees will move up one anniversary date regarding the New Hire Progression. Does not apply to any employees hired after January 1, 2026.