

GRIEVANCE SETTLEMENT AGREEMENT

This grievance settlement agreement is hereby entered into by and between the City of Crest Hill (the "City") and the International Union of Operating Engineers, Local 150 (the "Union") (collectively the "Parties").

WHEREAS, the City and the Union are parties to a collective bargaining agreement which governs the wages, benefits, terms, and conditions of employment of certain employees of the City, including personnel in the Public Works Department (the "Agreement");

WHEREAS, on July 9, 2025, a grievance was filed on behalf of Ed Clemens alleging that the City violated Exhibit B, Wages, by not paying Mr. Clemens a stipend of \$2,500 entitled to Certified Equipment Operator (certified through ASIP), which the City denies; and

WHEREAS, the Parties have agreed to settle this Grievance upon the terms and conditions set forth hereinafter.

NOW, THEREFORE, in consideration of the mutual promises contained herein, and other good and valuable consideration, the City and the Union agree as follows:

1. The City denies that Mr. Clemens was entitled to the stipend of \$2,500 provided to Certified Equipment Operators (certified through ASIP).
2. To resolve the grievance, the City agrees to pay Mr. Clemens the demand amount of \$2,500, and the Union hereby withdraws the Grievance, with prejudice.
3. The Parties acknowledge the City's right to introduce, propose, and bargain changes to the Agreement during contract negotiations, including modifications to the existing stipend amounts and language contained in Exhibit B, Wages.
4. The Parties agree that this settlement is non-precedential and shall not refer to or introduce into evidence this Grievance Settlement Agreement in any future grievance or grievance arbitration proceeding.

IN WITNESS WHEREOF, the Parties have executed this Grievance Settlement Agreement on the dates set forth hereinafter.

CITY OF CREST HILL

**INTERNATIONAL UNION OF
OPERATING ENGINEERS LOCAL
150, AFL-CIO**

_____ Date: _____

Alan A. Baird _____ Date: 6-5-26