

VILLAGE OF HOMEWOOD



BOARD AGENDA MEMORANDUM

DATE OF MEETING: July 25, 2023

To: Village President and Board of Trustees

From: Napoleon Haney, Village Manager

Topic: Laner Muchin Ltd. – General Retainer Renewal - Agreement for Labor Related Work

PURPOSE

The Village contracts with the law firm of Laner Muchin Ltd. of Chicago, IL to provide legal services to the Village in the areas of labor relations, employment law, and employee benefits. The current agreement expired on April 30, 2023. Staff has been in discussion with Laner Muchin and both parties believe that the proposed agreement meets the need of the Village. The retainer cost for the new two-year agreement did not change from previous years. There is an increase of \$25/hour for partner and senior counsel work that is not included in the retainer portion of the agreement.

PROCESS

Staff is extremely satisfied with the services provided by Laner Muchin. The firm has done an excellent job representing the Village in numerous contract negotiations, interest and grievance arbitration, unfair labor practice complaints, and lawsuits.

The retainer covers the following legal counsel services:

- General legal council
- Collective bargaining, strategy, and representation at negotiations
- Drafting and revision of employee handbooks, policies, and other personnel forms and documents
- Union correspondence drafting and review
- Advise on changes to labor laws
- Contract interpretation
- Grievance administration and strategy
- Employment terminations, including strategy and severance agreements
- Employee benefit plans including drafting and review of benefit plans and policies
- Management/supervisory training, including anti-harassment and discrimination, diversity, conducting investigations, discipline administration, hiring and recruitment, compliance with FMLA and other employment benefits and laws

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Section 7-B of the former two-year agreement read accordingly: Other legal services rendered, which are not covered in the fee for general retainer services to be provided by the Firm under this Agreement will be billed at the then-current hourly rate of the attorney handling the matter. We will bill partners/senior counsel at the rate of **\$275.00** per hour and associates at the rate of \$190.00 per hour. The new agreement reads: We will bill partners/senior counsel at the rate of **\$300.00** per hour and associates at the rate of \$190.00 per hour.

OUTCOME

Laner Muchin has been instrumental in assisting the Village in resolving numerous labor union and general labor legal matters. Staff recommends the Village Board approve a two-year (May 1, 2023 – April 30, 2025) General Retainer Agreement with Laner Muchin Ltd. of Chicago, IL for labor law legal services.

FINANCIAL IMPACT

- **Funding Source:** General Fund
- **Budgeted Amount:** \$40,000
- **Cost:** \$40,000

LEGAL REVIEW

Not Required

RECOMMENDED BOARD ACTION

Authorize the Village President to enter into a two-year full service fee agreement for labor law legal services with Laner Muchin Ltd. of Chicago, IL.

ATTACHMENT(S)

Agreement