



Negotiated Items of Importance



The Village and Teamsters Union (Local 700) Tentatively Agree on the following provisions:

1. Bereavement

- The Village and Union agrees to include the additional titles of “son-in-law and daughter-in law” to Section 12.4: Funeral Leave - consistent with the following amended language:
 - *In the event of the death of an immediate family employee (defined as the employee's legal spouse or civil union partner (as defined by Illinois law), children, step-children, adopted children, parents, brothers, sisters, grandparents, grandchildren, parents-in law, sisters-in-law, brother-in-law, step brothers, step sisters, ~~and~~ step-parents and son-in-law and daughter-in law) the employee normally will be granted up to three (3) consecutive days paid provided the employee actually attends the wake and/or funeral on those days (confirmation from the funeral home or location of service may be required if requested).*

2. The Village and Union agree to a 5-year contract.

3. Village and Union agree to the wage increases for the period of the 5-year contract.

<i>May 1, 2021 to April 30, 2022</i>	<i>May 1, 2022 to April 30, 2023</i>	<i>May 1, 2023 to April 30, 2024</i>	<i>May 1, 2024 to April 30, 2025</i>	<i>May 1, 2025 to April 30, 2026</i>
<i>Year 1</i>	<i>Year 2</i>	<i>Year 3</i>	<i>Year 4</i>	<i>Year 5</i>
2.00%	2.25%	3.00%	2.25%	2.00%

4. The Village agrees to a uniform allowance increase from \$325 to \$400.

5. The Village removed Fair Share language as a result of the Janus v. AFSCME ruling.