

**LETTER OF AGREEMENT BETWEEN  
THE INTERNATIONAL UNION OF OPERATING ENGINEERS AND  
THE VILLAGE OF POPLAR GROVE**

This Letter of Agreement is entered into between the International Union of Operating Engineers, (hereinafter referred to as "IUOE") and the Village of Poplar Grove (hereinafter referred to as the "Village") effective through April 30, 2025. The terms of this Letter of Agreement amends the current Collective Bargaining between IUOE and the Village as follows (new language in **bold** and underlined):

**SECTION 9.1: GENERAL INFORMATION**

Holidays are:

New Year's Eve Day	New Year's Day
Memorial Day	Independence Day
Christmas Eve Day	Labor Day
Christmas Day	Floating Holiday (1)
Thanksgiving Day	Day After Thanksgiving
Good Friday	<b><u>Floating Holiday (2)</u></b>

All time earned for a floating holiday must be taken on or before December 30 of each year, and all floating holidays not used by December 30 will be lost. No employee is entitled to payment for the value of any floating holiday upon separation of employment.

Other than the above, floating holidays will be scheduled under the same terms and conditions provided for vacation in Article X.

**SECTION 10.1: VACATION ACCRUAL**

Full-time bargaining unit employees shall be entitled to paid vacation days in accordance with the following schedule:

<b><u>Service Time</u></b>	<b><u>Vacation Available</u></b>
<del>1 year</del>	<del>5 Days</del>
<b><u>1-3 years</u></b>	<b><u>10 Days</u></b>
5 years	15 Days
10 years	17 Days
15 years	20 Days

All portions of the Collective Bargaining Agreement not affected by this Letter Agreement shall remain unchanged. As agreed to by and between the undersigned parties on the date indicated below:

FOR THE INTERNATIONAL UNION OF  
OPERATING ENGINEERS:

By: \_\_\_\_\_

Date: \_\_\_\_\_

FOR THE VILLAGE OF POPLAR GROVE:

By: \_\_\_\_\_

Date: \_\_\_\_\_