

## CARPENTERSVILLE WINS JAMES BAIRD LEADERSHIP AWARD FOR LABOR NEGOTIATIONS



At the recent conference of the Illinois Public Employer Labor Relations Association (IPELRA), the Village of Carpentersville was chosen to receive IPELRA's James Baird Leadership Award. This annual award recognizes leadership and achievement in Illinois public sector labor relations.

The IPELRA Board has determined that Carpentersville's labor relations efforts, outlined in a nomination submitted by James Powers of Clark Baird Smith LLP, are positive contributions to the Illinois public sector labor relations field. Specifically, Mr. Powers submitted for recognition the Village's efforts illustrated by the following:

The village successfully negotiated four new bargaining agreements from March 2011 through July 12, 2011. Three agreements were with protective service units, for the Sergeants (Metropolitan Alliance of Police 379), for the Patrol Officers (MAP 378), and for the Firefighters (IAFF Local 4790). The final agreement was signed with SEIU Local 73 for the Public Works Department.

In all three protective service agreements, the village provided no layoff or reduction in rank guarantees in exchange for wages as follows: FY 2011=0%, FY 2012=2%, FY 2013=1% with a reopener if any other group received a larger increase. For the SEIU bargaining unit, wages increases were as follows: FY 5/1/2012 = 2%, FY 5/1/2013 = 1%, FY 5/1/2014 = 0% with a wage reopener if any other group received a larger increase.

In addition, each of the unions accepted insurance benefit changes which collectively saved the village over \$200,000. The village was able to obtain not just one, but a number of cutting edge provisions of importance to the Illinois Management Community, including:

*(MAP SERGEANTS) THE VILLAGE MAY REOPEN NEGOTIATIONS ON WAGES AND LAYOFFS IF THE STATE REDUCES THE VILLAGE'S STATE REVENUES BY MORE THAN \$250,000; ALL EMPLOYEES HIRED AFTER MAY 1, 2011, WHO EVENTUALLY BECOME SERGEANTS, MUST ANNUALLY TAKE AND PASS THE STATE POWER TEST.*

*(MAP PATROL) NEGOTIATIONS OVER THE COMP TIME PROVISION MAY BE REOPENED BY EITHER PARTY IF IT IS FOUND THAT CERTAIN LIMITATIONS ON THE TAKING OF COMP TIME VIOLATE THE FAIR LABOR STANDARDS ACT; THE VILLAGE MAY REOPEN ON THE ISSUE OF WAGES AND LAYOFFS IF REVENUES THROUGH THE STATE OF ILLINOIS ARE REDUCED BY \$300,000 OR MORE.*

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*(SEIU) ALL EMPLOYEES PAY 12% OF INSURANCE PREMIUM COSTS AND, IN ADDITION, THE VILLAGE MAY REOPEN ON INSURANCE IF FEDERAL HEALTH CARE REFORM REGULATIONS HAVE THE EFFECT OF INCREASING THE VILLAGE'S INSURANCE COSTS BY 15% OR MORE.*

*(IAFF) IN EXCHANGE FOR A GUARANTEE OF NO LAYOFFS, AND AN AGREEMENT TO ALLOW SERIOUS DISCIPLINE TO BE REVIEWED UNDER THE GRIEVANCE AND ARBITRATION PROCEDURE, AND BY ADDING A KELLY DAY AND A MODEST CHANGE IN VACATION ACCRUAL, THE VILLAGE OBTAINED THE 0%, 2% AND 1% WAGE INCREASES AND, IN ADDITION, ON MAY 1, 2011, THE BARGAINING UNIT RELINQUISHED PAY FOR 7 OF 9 PAID HOLIDAYS AND ON MAY 1, 2012, RELINQUISHED PAY FOR 5 OF 9 PAID HOLIDAYS. IN ADDITION, THE BARGAINING UNIT ALLOWED THE USE OF PART-TIME PERSONNEL TO FILL UP TO 4 VACANCIES PER SHIFT. THE FISCAL IMPACT OF THE SETTLEMENT IS A NET REDUCTION OF VILLAGE COSTS BY \$192,640.*