

AN AGREEMENT BETWEEN THE CITY OF ROCK ISLAND
PUBLIC LIBRARY AND THE
INTERNATIONAL UNION, UNITED AUTOMOBILE,
AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF
AMERICA TECHNICAL, OFFICE, PROFESSIONAL DEPARTMENT AND
ITS AMALGAMATED UAW LOCAL 2282
JANUARY 1, 2025 – DECEMBER 31, 2027

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its amalgamated U.A.W. Local 2282**

ARTICLE ONE - PREAMBLE

This agreement is made and entered into by and between the City of Rock Island and Rock Island Public Library (hereinafter called the "Employer") and the International Union, United Automobile Aerospace & Agricultural Implement Workers of America Technical, Office, Professional Department and its amalgamated U.A.W. Local 2282 (hereinafter called the "Union").

ARTICLE TWO - RECOGNITION

SECTION 1-JOB CLASSIFICATIONS

The Employer hereby recognizes the Union as the exclusive bargaining agent for its employees employed at the Rock Island Public Library. The term employee shall include all employees employed at the facility as full-time and regular part-time professional, technical and office employees, including the following positions:

- Reference Librarian
- Youth Services Librarian
- Technical Services Assistant
- Technical Services Aide
- Circulation Desk Aide
- Page
- Library Maintenance Worker
- Publicity/Outreach Liaison
- Delivery Driver
- Mobile Library Driver Aide
- Library Aide
- Library Custodian/Security Monitor

but excluding the following positions:

- Library Director
- Circulation Director
- Technical Services Director
- Business & Facilities Director
- Adult Services Director
- Youth Services Director
- Branch Manager
- Marketing Manager

and all other managers, supervisors and confidential employees as defined by the Illinois Public Labor Relations Act as well as all temporary employees and volunteers. Part-time employees shall be defined as those employees scheduled to work less than thirty-five (35) hours per week on a regular basis.

SECTION 2-NEW CLASSIFICATIONS

The Employer shall promptly notify the Union of its decision to implement any new classifications pertaining to work of a nature performed by employees in the bargaining unit. If the new classification is a successor title to a classification covered by the Agreement and the job duties are not significantly altered or changed, the new classification shall automatically become a part of this Agreement.

If the new classification becomes a part of this agreement under the last preceding paragraph and Union notifies the Employer of a desire to meet within ten (10) working days of its receipt of the Employer's notice, the parties will then meet to review the proposed classification and if unable to reach agreement as to its inclusion or exclusion from the unit, the Employer shall be free to implement its decision and the Union shall be free to challenge that decision before the Illinois Labor Relations Board. If the inclusion of the proposed classification is agreed to by the parties or found appropriate under the Illinois Labor Relations Act, the parties shall then negotiate as to the proper pay grade for the classification.

SECTION 3-USE OF MASCULINE PRONOUNS

The use of the male pronoun "he" or "his" shall be deemed to include female employees as well.

ARTICLE THREE - MANAGEMENT RIGHTS

SECTION 1-RETENTION OF RIGHTS

The Employer reserves and retains solely and exclusively, all of its inherent rights to manage the Library as such rights existed prior to the execution of any agreement with the Union, except as expressly modified by a specific provision of the Agreement.

SECTION 2-DISCONTINUANCE OF OPERATIONS

It is expressly recognized that the Employer shall have the exclusive right to determine partial or permanent discontinuance of operations or partial or complete shutdown or transfer of operations.

SECTION 3-MANAGEMENT RIGHTS

The Union agrees and acknowledges that the Employer has the exclusive right, using its sole discretion, to hire, discharge for cause, discipline, lay off, rehire, promote, demote, select for vacancy or layoff, to create or expand job classifications and to modify or discontinue existing job classifications; to determine and change the size and make-up of the workforce; to determine, establish and change job duties, standards and

requirements; to implement reasonable rules and regulations; to establish and change quality standards and workmanship required, to establish and change hours of work and other conditions of employment; to discontinue, transfer, subcontract or assign all or any part of its Library operations; to expand, reduce, alter, combine, transfer, assign to or cease any job, job group, department or operation; to control and regulate or discontinue the use of supplies, machinery, equipment, vehicles, and other property owned, used, possessed or leased by the Employer. No action by management shall conflict with the provisions of the contract.

SECTION 4-SUBSTANCE SCREENING

It is agreed that the Employer has the right to establish and implement the City of Rock Island Substance Abuse Screening Policy.

SECTION 5-WORK BY SUPERVISORS

Due to business requirements of the Library, Supervisors employed by the Employer may perform work that is normally performed by employees covered by this agreement.

ARTICLE FOUR - GRIEVANCE PROCEDURE

SECTION 1-DEFINITION

A grievance is defined as a complaint by an employee or group of employees (with regard to a single common issue) regarding any aspect of their employment with the Library.

SECTION 2-GRIEVANCE STEPS

STEP ONE- An employee who has a grievance shall present the grievance orally to his immediate supervisor within ten (10) calendar days after the event has occurred giving rise to the claimed grievance. The supervisor shall give his oral answer to the employee within ten (10) calendar days after the grievance has been presented.

STEP TWO - An employee(s) may file a grievance in written form with any supervisor within ten (10) calendar days of receiving a response at step one above. Said grievance shall be reviewed by the Management Grievance Committee, which shall be comprised of the Human Resources Director, and the Library Director. The Management Grievance Committee shall render a written decision on the grievance within ten (10) calendar days of the date the grievance was filed. The Management Grievance Committee may choose to schedule a meeting with the union to review the grievance prior to rendering its decision.

STEP THREE - If the grievance is not resolved in Step Two, the union may submit the grievance to Step Four by giving the employer written notice with a request to proceed to Step Four within thirty (30) calendar days after receiving the answer in Step Two.

STEP FOUR - If within ten (10) regular working days after receipt of a written request for binding arbitration, the parties are unable to agree upon an arbitrator, either party shall require a list of seven names from the Federal Mediation and Conciliation Service. From the panel, the parties shall strike names, alternating, with the party requesting arbitration striking the first name and the remaining person will be selected.

The City and/or the Union may strike one (1) entire panel for an arbitration case. The party that is requesting the additional panel will bear the entire cost of the additional panel request. The arbitrator shall be selected by the alternate striking of names. A coin flip determines whom strikes first, and each side takes a turn striking an arbitrator. After six (6) names are stricken by this procedure, the remaining person shall be the arbitrator.

Each party shall pay the cost and expenditures incurred by it in connection with the arbitration. The cost of the arbitrator shall be borne equally by the Employer and the Union. Should either party desire a copy of the proceedings, the party requesting the copy shall pay the cost of its copy.

The arbitrator shall have no power to add to or subtract from, or change, modify or amend any of the terms or provisions of this agreement. The arbitrator shall have no power to establish wage scales or change established wage scales. All decisions of the arbitrator, as defined in this Agreement, shall be final and binding on the Employer, the Union and the employees covered by this Agreement.

No claim against the Employer, including claims for back pay by an employee or by the Union, shall be retroactive to any date prior to the date of presentation to the grievance in Step One of the grievance procedure. All awards of back pay shall be limited to the amount of back wages the employee would have otherwise earned from his regular and normal employment with the Employer during the period between his termination and reinstatement, if reinstatement is ordered, less any unemployment or other compensation for personal services which he may have received from any source during this period. The employee has an obligation to seek other employment.

SECTION 3-TIMELINES FOR GRIEVANCES

Grievances not filed or appealed within the designated time limits will be treated as having been dropped. The time limits at any step or for any hearing may be extended, in writing by mutual agreement of the parties involved at that particular step. Failure of the Employer to answer grievances within the time limits prescribed in each step of the grievance procedure, shall permit an appeal by the employee or the Union to the next step of the procedure.

SECTION 4-DESCRIPTION OF GRIEVANCE

All written grievances shall state the article and specific section of the Agreement alleged to have been violated, the date of the violation and the relief requested.

Individual grievances and group grievances, provided they are with respect to a single common issue, shall be permitted.

SECTION 5-GRIEVANCES REGARDING DISMISSAL

Grievances regarding dismissal must be appealed directly to the second step of the grievance procedure and such grievances must be filed within five (5) working days of the termination of employment.

ARTICLE FIVE - DISCIPLINE

SECTION 1-PURPOSE OF DISCIPLINE

In each case the amount of discipline will be determined based on the facts in that case. Unless the facts establish just cause for discharge, a lesser form of discipline intended to rehabilitate the employee will be given.

Discipline shall be imposed as soon as reasonably possible after the Employer is aware of the event or action giving rise to the discipline. If the Employer has reason to discipline an employee, as a general rule it will not be done in the presence of other employees or the public.

SECTION 2-FORMS OF DISCIPLINARY ACTION

Disciplinary action may take any of the following forms:

- Oral reprimand (with written notation in the personnel file).

- Written reprimand.

- Suspension (maximum thirty (30) calendar days) without pay; however, if a dismissal is subsequently reduced to a suspension, the time between dismissal and modification to suspension shall not be applied toward any suspension.

- Dismissal.

SECTION 3-EMPLOYEES' RIGHTS

Prior to suspending (other than an indefinite suspension pending investigation) or dismissing an employee, the Employer shall offer a pre-disciplinary meeting at which the employee may be represented by a Union representative, who the Employer will have present at his request, and during which the employee (and the Union, if present) will be given written notice of the charges against the employee and will be given an opportunity to present the employee's version of any alleged misconduct.

ARTICLE SIX - UNION BUSINESS

SECTION 1-NOTIFICATION OF STEWARDS

The Union may designate one employee on each shift to act a Union Steward. The Union shall notify the Employer in writing of the names of its Stewards who are authorized to represent the Union, and the name of any employee who is designated to replace a Steward. Union Stewards, representatives, and employees shall be allowed time during working hours to communicate regarding grievances and meeting notifications only, provided said communications does not require the employee(s) to leave his/her work area. Said time shall be limited to periods short in duration and, when possible, shall only be taken with the permission of the employee's supervisor. Employees on the Union's negotiating team shall be paid for work time lost from their normal work schedule due to negotiations for a successor contract. The Employer will permit a total of thirty (30) days of unpaid leave per year for the entire bargaining unit and not per employee for stewards to attend union seminars and meetings. Such leave shall only be granted if two week notice by written request is given and the Employer determines that granting of the leave will not adversely affect the providing of services. The two week notice requirement may be waived upon the mutual agreement of the employer and union steward.

SECTION 2-INTERFERENCE WITH OPERATIONS

Outside representatives of the Union will not interfere with the Library or with employees during working hours or come on Employer premises to conduct Union business except for the administrative office and then only when advance permission has been obtained from the Director or his designee.

SECTION 3-GRIEVANCE PROCESSING

A Steward shall be permitted to be away from his work when requested by his supervisor in order to perform his duties as a Union Steward in the processing of grievances in accordance with the Grievance Procedure. However, a Steward shall also be permitted to accept a telephone call or attend a meeting to assist with a matter requiring immediate attention, when requested by the Union, provided the request has been approved by the Steward's supervisor.

ARTICLE SEVEN - DUES DEDUCTION

SECTION 1. DUES DEDUCTION

Union dues Check-off shall be as hereafter set out:

The Employer and the Union shall, as to present authorizations, meet within fourteen (14) days after execution hereof, and verify social security and employee payroll numbers for those involved.

As to new members, dues authorization cards as set out in Exhibit A will be filed with the Employer. Such authorizations will be effective the first full pay period occurring at least five (5) days after receipt of said authorization. The Employer shall specify who is to receive said authorizations.

Amounts deducted for any pay period shall be in accordance with written notice furnished by the Union to the Employer at least fifteen (15) days before such pay period.

The Employer shall provide on the tenth (10th) day of each month to the Union Treasurer of Local 2282 the amount withheld by the Employer in the previous month along with the names of employees for whom there still is on file a valid dues authorization card.

The Union shall indemnify and hold the Employer harmless from any and all claims of liability or loss arising out of the Employer's actions taken. The Union shall also bear the cost of defending against any such claim or loss.

The Employer shall not require any employee covered by this Agreement to be a member of the Union or not be a member of the union as a condition of employment.

ARTICLE EIGHT - NO STRIKE - NO LOCKOUT

SECTION 1-NO STRIKE

The Union shall not cause or engage in or permit its members to cause or engage in, nor will any member of the Union take part in any strike, sit-down, stay-in, slow-down, picketing or sympathy strike in or upon any premises of the Employer wherever located, or curtail, restrict, or otherwise interfere with the Library, nor advise such action to its members or other persons. In the event of any of the above actions, the Employer shall notify the officers of the Union and the officers shall take whatever lawful steps are necessary to prevent or terminate the strike, slowdown, work stoppage or other interruption of work. No employee shall refuse to cross a picket line. Any employee participating in any such action contrary to this article or refusing to perform his duties because of a strike or picket line shall be subject to discharge.

SECTION 2-NO LOCKOUT

The Employer agrees that neither it nor its representatives will put into effect any lock-out during the term of this agreement. The term lock-out does not include reductions in the work force for lack of work or complete or partial termination to the Employer's business.

ARTICLE NINE - SENIORITY

SECTION 1-PROBATIONARY PERIOD

The first six months of continuous service will be a probationary period during which time the employee has no seniority (seniority is defined as bargaining unit seniority unless otherwise stated) standing and will be subject to layoff or discharge at the sole discretion of the Employer without recourse to the grievance and arbitration procedures contained in the Agreement.

Upon satisfactory completion of the probationary period, the employee will be placed on the seniority list and his seniority will be determined as stated in Section 2 of this Article.

The employer shall quarterly provide a seniority list to the Union.

SECTION 2-SENIORITY DATE

For the purposes of this Article, employees who have only worked full-time shall have their seniority start from date of hire.

Part-time employees shall accumulate seniority for the purposes of this Article on a pro-rata basis, by dividing the number of complete anniversary years worked by one half.

Full-time employees who previously worked part-time shall accumulate seniority for the purposes of this Article for their part-time work on a pro-rata basis, calculated by dividing the number of complete anniversary years worked by two in the calendar year immediately preceding their becoming full time by 2,080 and multiplying that fraction times the number of complete anniversary years worked part-time and adding that to their complete anniversary years worked full-time.

SECTION 3-LAY OFF AND RECALL

When it becomes necessary to decrease the work force, all probationary employees shall be laid off first unless retained for special skills. Then the Employer shall determine the classification to be reduced. The employee with the least bargaining unit seniority in the classification being reduced shall be the first laid off. A laid off employee who has more bargaining unit seniority than an employee in another classification which classification has an equal or lower starting rate of pay may bump the employee with the least bargaining unit seniority in that classification, provided the employee meets all of the requirements for that job. The employee bumping into a classification with an equal starting rate of pay shall not have his rate of pay affected by bumping. The employee bumping into a classification with a lower starting rate of pay shall have his rate of pay reduced by the difference between the starting rate in the classification he is bumping into and the classification he leaves.

Employee shall be recalled in reverse order of layoff provided they possess the skill, ability, and past performance and meet all requirements for the position as provide in the job opening posting.

SECTION 4-RIGHT TO REDUCE HOURS

In the event it becomes necessary to curtail operations, the Employer may, in the interest of maintaining a trained work force, reduce the hours of employees by the skill and/or seniority of employees rather than lay off employees, if by mutual agreement.

SECTION 5-TERMINATION OF SENIORITY

An employee's seniority and his agreement with the Employer shall terminate upon the occurrence of any of the following:

Quits or retires.

Discharge for just cause.

Terminated due to the permanent shutdown of the Employer's facilities or any portion thereof.

Layoff without recall for a period equal to the employee's seniority or one year whichever is less.

Absent for three (3) consecutive working days without notification to the Employer, during such period, of the reason for absence.

Absence due to illness or injury for a period equal to the employee's seniority or eighteen (18) months, whichever is less.

Failure to return to work within five (5) working days of notification to return to work after layoff. Certified mail to last known address shall be used in notifying employees to return to work with date of notification to be from date the letter is mailed.

SECTION 6-PROMOTIONS

The term "promotion" means the advancement of an employee to a higher graded position.in the case of promotions, the candidate who possesses the most seniority shall be promoted providing he has made proper application for the bargaining unit position and the following conditions are met: the skills, abilities and past performance for each candidate concerned are substantially equal and the candidates meet all requirements for the position as provided in the job opening posting.

Candidates will be evaluated on their skills, abilities, past performance and ability to perform the job requirements. A candidate will be given a point score based on these factors. The candidate with the highest overall score will be granted the promotion, unless the most senior candidate is within 10 (ten) percent of the highest overall score. In this case, the most senior internal candidate will be granted the promotion.

In cases where the most senior internal candidate for the position is not selected, the employer will provide a written notice to the employee, with a copy to the union, explaining the areas in which the most senior candidate was deemed less qualified than the candidate chosen.

ARTICLE TEN - HOURS OF WORK

SECTION 1-NORMAL WORK WEEK

The normal work week shall consist of forty (40) hours of work.

SECTION 2-OVERTIME AND COMPENSATORY TIME

Overtime shall be defined as hours worked in excess of forty (40) in a work week. Overtime shall be approved in advance by the employee's supervisor, except when there is an emergency which requires the employee to work and there is no supervisor in the Library. Overtime may be paid in compensatory time off as provided in the Fair Labor Standards Act at the discretion of the employer.

SECTION 3-GUARANTEED OF HOURS

Nothing contained in this Agreement shall be construed as a guarantee or commitment by the Employer to any employee of a minimum or maximum number of hours or work per day, per week, or per year.

SECTION 4-MANDATORY OVERTIME

Employees shall be required to work overtime in order to meet the production requirements of the Employer.

SECTION 5-BREAKS

Employees shall receive a thirty minute unpaid lunch period at a time to be scheduled by the Employer. The Employer will provide one paid fifteen (15) minute rest break for each three hours forty-five minutes work in one day, which the Employer will schedule; except, in the case of emergencies, when the rest period will be changed as necessary. The employee must obtain approval from management if they want to leave the Library grounds during the 15-minute rest break.

SECTION 6-STAFFING REQUIREMENTS

An employee shall not work alone after five thirty (5:30) p.m. until closing. The Custodian/Security Monitor may work alone after five-thirty (5:30) p.m. to perform work duties.

SECTION 7-TRADING OF SHIFTS

Employees shall be permitted to trade shifts with other qualified employees with the advance approval of the employee's supervisor. Such trades in shifts shall occur within the same pay period and shall not result in an additional overtime expense to the employer. The employee who has assumed responsibility for another employee's shift through trading shall be responsible for being in attendance and performing all duties required. Failure to do so shall subject the employee who assumed the shift through trading to discipline.

SECTION 8-SUNDAY HOURS

The employer will determine the manpower necessary to operate Library facilities on Sundays. Selection of employees to work on Sundays shall be made on the following basis:

1. Volunteers will be solicited to fill all available slots.
2. If additional personnel are required after the solicitation of volunteers, the employer will assign employees to work on the basis of overtime hours worked, with the employee with the least overtime who meets the qualifications needed for the vacant slot being assigned to work.
3. Pursuant to Section 7 above, employees are allowed to trade Sunday hours.

SECTION 9-FLEX TIME

Employees shall be allowed to modify their regular working hours for occasional, short periods with the prior approval of the employee's supervisor. Employees shall not be required to utilize paid leave during such instances and will be required to work the employee's regular number of hours on that day. Approval of the employee's supervisor shall not be unreasonably held.

SECTION 10 – EMERGENCY CLOSURE

When the library is closed due to unforeseen emergencies, bargaining unit employees shall be allowed to use their choice of the following accrued leave time: 1) holiday leave, 2) vacation leave, 3) compensatory time, or 4) unpaid, approved leave.

ARTICLE ELEVEN - SICK LEAVE

SECTION 1-DEFINITION

Sick leave is time off with pay for periods of illness or incapacity resulting from non-occupational injury, as well as for medical, dental, or optical examination or treatment which cannot reasonably be obtained at times other than during the working day. Staff are expected to make every effort to obtain this treatment during non-work time.

SECTION 2-USAGE OF SICK LEAVE

Sick leave will be granted for the illness or incapacity of the employee or when the employee must attend to a member of his household who is ill or incapacitated. When illness or incapacity other than an employee or a member of his household requires the presence of the employee, vacation time can be used if available, otherwise time without pay.

Sick leave benefits are provided for the specified purpose of maintaining an employee's regular earnings when he/she is absent due to non-work-related illness, injury or medical/dental appointments or when the employee is absent due to illness, injury or medical/dental appointments of the employee's child, step-child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, domestic partner or stepparent in accordance with 820 ILCS 191/1, et a

Eligibility. All permanent salaried full-time employees shall accumulate sick leave with pay at the rate of 4.62 hours per pay period. Part-time employees shall accumulate sick leave with pay at the rate of 1.15 hours per pay period. Unused sick leave credits shall accumulate to a maximum of one hundred five (105) working days available for use by the employee. A maximum of 240 working days or 1920 hours to be use toward service credit for retirement purposes only. Employees are not eligible for payment for accumulated sick leave at the time of resignation or retirement or other termination of employment. Probationary employees shall be allowed to accrue and use sick leave benefits during the course of their probationary periods.

Reporting. To use sick leave an employee must report his absence as early as possible or at least 2 hours prior to the start of his work day by calling the Library sick line. The employee is expected to keep the employee's immediate supervisor informed of his condition if he is off for more than one day. Sick leave may only be used in case of proven illness or injury which prevents the employee from performing his job. Upon return, the employee must submit a completed Personnel Leave Report to the business office. Any sick leave not thus reported within this period will be deducted from vacation time.

Doctor's Certificate. A doctor's certificate may be required *in the case of potential abuse of sick leave. Additionally, a doctor's certification will be needed for all instances that last more than three (3) work days.* The certificate should state the kind and nature of the sickness or injury and whether the employee has been incapacitated for such period of absence.

Medical Examinations/Accrual While Using Sick Leave. Medical examinations by a physician of the Employer's choosing may be required. Employees shall continue to accrue sick leave each pay period provided they receive pay

for at least one half of the hours they would normally be scheduled to work during the pay period.

Abuse of Sick Leave. Abuse of sick leave is a serious matter. If proper notification is not given, or abuse is observed, or medical certification of illness is not provided on request, any absence may be charged as leave without pay and/or may constitute cause for discipline up to and including discharge.

Sick Leave Utilization. Sick leave shall be used in no less an increment than one-half (½) hour.

FMLA.

The Employee may elect the manner by which they get paid during an approved FMLA leave event. Paid leave must be exhausted before unpaid leave is enacted. FLMA time will run concurrent to any selected paid or unpaid leave.

Payout of Sick Leave

Payment for unused accumulated sick leave benefits upon termination shall be allowed for employees with at least 20 years of continuous service except as below:

- a.) Employees who are fired or dismissed shall not be eligible for any payments for unused accumulated sick leave.
- b) Employees who do not provide a written fourteen (14) day calendar notice of resignation shall forfeit sick leave hours payable as follows:
 - 1.) Employees shall forfeit 80 hours of the final amount eligible for payment.
- c) Eligible employees as described above shall be paid for 50 percent of their unused accumulated sick leave balance
- d) The employee's average hourly salary as of March 31 of each year shall be the rate of pay at which sick leave hours shall be paid.

ARTICLE TWELVE - FUNERAL LEAVE

Funeral leave with pay will be authorized to cover the funeral of an employee's father, mother, father-in-law, mother-in-law, spouse, children, grandparents, grandchildren, brother, sister, brother-in-law, sister-in-law, step-mother, step-father, step-son, step-daughter, step grandchildren, son-in-law and daughter-in-law, and domestic partner upon the approval of the employee's supervisor. Full-time employees shall be eligible for three days of paid leave, with one of the days being the day of the funeral. If scheduled to work, part-time employees may earn up to three days of paid leave including the date of the funeral.

Employees are allowed one day of leave on the day of the funeral for an employee's niece, nephew, aunt and uncle.

For additional bereavement days off beyond those outlined above, with supervisor approval, vacation, holiday, or compensatory leave may be utilized by the employee for bereavement leave or the leave may be taken as unpaid.

Proof of event may be required by management.

ARTICLE THIRTEEN - JURY DUTY

A permanent employee who is called or required to serve on a jury during his scheduled work hours shall be paid the difference between his jury fees and his straight time hourly rate of pay for all scheduled hours of work missed because of jury duty. The eligible employee shall present proof of call or service and proof of jury fee paid and must report immediately for work if he is discharged from the jury before the end of his scheduled hours of work.

ARTICLE FOURTEEN - WAGES

SECTION 1-GENERAL WAGE INCREASES

Employees shall receive increases in wages as follows:

<u>DATE OF INCREASE</u>	<u>AMOUNT OF INCREASE</u>
December 30, 2024	3.00%
December 29, 2025	2.75%
December 28, 2026	2.75%

SECTION 2-PAY FOR PERFORMANCE INCREASES

1. Appraisal System. Employees shall have their performance appraised utilizing the City of Rock Island Employee Performance Appraisal and Pay for Performance systems as developed by the Performance Evaluation/Pay for Performance Labor/Management Team. Employees shall have their performance appraised at the conclusion of the employee's probation period and thereafter on the employee's anniversary date. Pursuant to the pay for performance system, employees may be eligible for a pay for performance increase with each probationary and annual performance appraisal.

2. Impact of Promotions. An employee promoted to a classification which has a base pay lower than his current rate of pay shall start in his new classification at the pay rate which is within the range for the new classification and is at least 5% above his current rate of pay.

3. Effective Date of Increases. Wage increases under this section shall be effective at the beginning of the pay period immediately following the event giving rise to the increase except increases due to promotion shall be effective on the date of the promotion.

SECTION 3-LONGEVITY PAY

Longevity pay increases shall be given to full-time and regular part-time employees for the completion of 5, 10, 15, 20, 25 and 30 years of service respectively.

Effective January 1, 2025, longevity pay will increase to \$700, \$1,400, \$2,100, \$2,800, \$3,500, and \$4,200 for the completion of 5, 10, 15, 20, 25, and 30 years of service.

1. All longevity pay increases shall be effective at the beginning of the pay period immediately following the employee's appropriate anniversary date.
2. Longevity pay increases shall be given solely on the basis of continuous years of service. For purposes of determining an employee's years of service for longevity pay, only periods of continuous, full-time probationary and/or permanent employment shall be considered. Periods of temporary employment as well as any periods of unpaid absences exceeding thirty (30) calendar days shall be excluded from longevity pay computations.

SECTION 4-SHIFT DIFFERENTIAL PAY

Full-time employees (those who work 35 hours or more per week) shall receive a shift premium of \$.25 per hour in addition to regular pay for each hour worked after 5:00 p.m.

SECTION 5-WAGE SCHEDULES

The wage schedule effective January 1, 2025 through December 31, 2027 is included in Appendix A.

SECTION 6-DIRECT DEPOSIT

Direct deposit or pay cards are required for all employees.

ARTICLE FIFTEEN - HOLIDAYS

SECTION 1-DESIGNATED HOLIDAYS

Full-time employees shall receive eight (8) hours pay at their regular straight time rate of pay for the following holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth, 4th of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, December 24th, Christmas Day and New Years Eve Day. If the holidays fall on Sunday they shall be celebrated on Monday.

Employees working on a holiday listed in this Section shall receive their regular rate of pay for hours worked and the holiday pay.

SECTION 2-PERSONAL LEAVE DAYS

Each fiscal year, each full-time employee shall receive 32 hours of personal leave to use during the fiscal year. Probationary employees with six (6) months service or less may accrue but shall not be allowed to use any personal leave benefits. Personal leave hours may not be carried over to the next calendar year. The allotment of 32 hours of personal leave is placed in the employee's personnel leave back at the start of each year. Any unused personal time will be cashed out to the employee at the time of the employee's termination.

Part-time employees will receive 16 hours of personal leave to use during the fiscal year.

SECTION 3-HOLIDAYS FOR PART-TIME EMPLOYEES

Part-time employees shall be eligible for a 50% holiday benefit for the following holidays: Thanksgiving Day, the day after Thanksgiving, Christmas Eve, Christmas Day, Juneteenth, 4th of July, Labor Day, Memorial Day, New Year's Eve, New Year's Day, and Martin Luther King Jr. Day.

This pro-rata benefit shall be calculated by granting pay for the holiday not worked equal to the employee's straight-time hourly rate of pay times the employee's number of regularly scheduled daily hours of work (e.g. a part-time employee normally scheduled 2 hours a day shall receive 2 hours pay for the holiday not worked).

SECTION 4-ATTENDANCE PRIOR TO HOLIDAY

To be eligible for a holiday benefit under this Article, the employee must have worked the last scheduled day prior to and the first scheduled day after such holiday.

SECTION 5-NO PYRAMIDING

There shall be no pyramiding of overtime benefits and/or other premium pay.

ARTICLE SIXTEEN - VACATIONS

SECTION 1-BASIS FOR VACATION

Employees shall earn paid vacation based on their consecutive years of service with the Employer.

SECTION 2-VACATION SCHEDULE

The vacation schedule shall be as follows:

Years of Service	Amount of Vacation
0 through 4	3.1 hours per pay period
5 through 9	4.6 hours per pay period
10+	6.2 hours per pay period

Employees in the Librarian classifications earn 6.2 hours per pay period for each year of service, beginning with their first year of service.

Part-time employees shall earn vacation at 50% of the rate that is awarded to regular full-time employees.

Probationary employees (full- and part-time) shall be eligible to accrue vacation according to the schedules above but shall not be allowed to utilize accrued vacation leave until after the employee has successfully completed his probationary period. Vacation time off shall be used in increments of one-half (1/2) hour or more.

SECTION 3-VACATION ACCRUAL

Effective March 30, 2015, no employee shall accumulate vacation leave in excess of one and one-half times their annual rate of accrual as of the end of the pay period which is paid on the last pay day in December of each fiscal year.

SECTION 4-VACATION LEAVE SELECTION

Employees represented by the union shall select their vacation periods in November of each year for the following fiscal year. Vacation selection (as well as the selection of personal time or compensatory time in conjunction with an employee's vacation period) shall be according to each employee's seniority and shall be subject to the staffing requirements specified by each division manager. Employee's leave requests filed in November will be signed by December 31st. Vacation selection made after November shall be on a first come first serve basis. Vacation time may be taken in increments of less than four (4) hours with approval of the appropriate department/division manager.

ARTICLE SEVENTEEN - HEALTH INSURANCE

SECTION 1-HEALTH CARE PLANNING COMMITTEE

The subject of health insurance has been deferred to the City of Rock Island Health Care Planning Committee by the Agreement for Labor/Management Health Care Planning Committee.

SECTION 2-SECTION 125 PLAN

The Employer shall continue to provide a 125(k) plan for only the employees' share of the health insurance premium.

ARTICLE EIGHTEEN - RETIREMENT

Qualified employees shall receive benefits under the Illinois Municipal Retirement Fund and the Employer shall pay its share of the contribution and the employees shall pay their share of the contribution.

ARTICLE NINETEEN - EDUCATIONAL BENEFITS

Employees shall be eligible for partial reimbursement for the costs of books and tuition for Library-related course work and/or training approved by the Library Director, subject to the following conditions:

- a. All requests for reimbursement shall be applied for and approved prior to the beginning of class/training.
- b. Approved reimbursement shall be paid only after successfully completing the class/training and submissions of the proper documentation (receipt, canceled check, etc.).
- c. Approved reimbursements shall be at a rate of 100% of the costs for books and tuition and shall not exceed \$2,000 per calendar year per full-time employee.
- d. Reimbursements shall not be made if employees are eligible for reimbursement from other sources.

ARTICLE TWENTY - LOCKERS AND UNIFORMS

The Employer shall provide employees lockers at the main Library for the storage of employees' personal property while at work with keys limited to the employee and Employer. In addition, the Library shall provide a uniform service, including shirts, pants, and jacket for use by the Library Maintenance Worker, Delivery Driver, and Mobile Library Driver Aide. Uniforms issued by the Library shall be worn during on-duty hours only.

20.000 – LOCKERS

The Employer shall provide lockers for the storage of employees' personal property while at work. Keys and/or locks shall be provided by the Library for the lockers, which are limited to employee/employer use only.

20.200 – Safety Shoes and Work Boots

Employees represented by UAW, Local 2282, who are required to wear safety shoes and work boots by Library, will be provided with employer-approved safety shoes and work boots on an as needed basis to be determined by the Business Office & Facilities Director. Only steel toed or safety toed shoes will be approved by the Library. All employees must wear steel toed or safety toed shoes at all times while on duty. The safety toed shoes must be approved by the Library and from an approved source. Rubber steel toed shoes will be provided. Effective with the signing date of both parties agreement, the safety shoe and boot allowance will be \$120.00 per pair.

ARTICLE TWENTY-ONE - BULLETIN BOARDS

The Employer shall allow space on the staff lounge bulletin board for the posting of UAW meeting notices and similar information. No posting of an inflammatory or derogatory nature shall be allowed and all posting shall be reviewed and approved by the appropriate supervisor prior to posting. All materials posted shall be marked regarding the date on which material shall be removed from the bulletin board. Materials posted which are not approved by the appropriate supervisor shall be removed.

ARTICLE TWENTY-TWO-LABOR/MANAGEMENT MEETINGS

Representatives of UAW Local #2282 and management representatives may meet at mutually agreed upon times at the request of either party to discuss matters of mutual interest, exchange information, resolve potential conflicts and improve general communications.

ARTICLE TWENTY-THREE - SAVINGS CLAUSE

Should any article, section, or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section, or portion thereof directly specified in the decision. Upon the issuance of such a decision, the article or section held invalid shall be modified as required by law or the tribunal of competent jurisdiction.

ARTICLE TWENTY-FOUR - ENTIRE AGREEMENT

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise

of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Union for the life of this Agreement each voluntarily and unqualifiedly waives the right and agrees that the other shall not be obliged to bargain collectively with respect to any subject or matter referred to, or covered by this Agreement, even through such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

The Employer and the Union want this Agreement to be the basis of all rights and duties between them so that both parties are clear as to their rights and duties. Therefore, all past practices, oral agreements and written agreements existing prior to the date of this agreement which are not contained in this agreement are null and void.

ARTICLE TWENTY-FIVE - AMENDMENT AND MODIFICATION

It is understood and agreed that this contract shall not be varied or amended by oral agreement or by custom or practice, and except as otherwise provided by this Agreement, the failure of either party at any time or from time to time to exercise any right under the Agreement or to insist upon strict compliance with its provisions will not affect the right of either party to exercise any right or insist upon strict compliance thereafter. This agreement can only be mended by mutual written agreement.

ARTICLE TWENTY-SIX - DURATION

This agreement shall be effective from date of signing and shall remain in full force and effect until December 31, 2027 at 11:59 p.m. The provisions of this agreement shall be automatically renewed from year to year unless either party shall notify the other in writing no later than sixty (60) days prior to the expiration date of its desire to modify this agreement.

THE ROCK ISLAND
PUBLIC LIBRARY

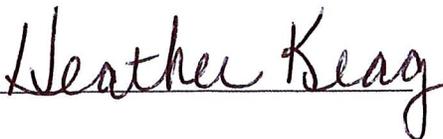
AND

AUTOMOBILE, AEROSPACE
AGRICULTURAL IMPLEMENT WORKERS OF
AMERICA TECHNICAL, OFFICE
PROFESSIONAL DEPARTMENT and its
amalgamated U.A.W. Local 2282

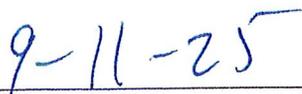
By: _____



By: _____



Date: _____



Date: _____



LETTER OF UNDERSTANDING

The City of Rock Island, Illinois (City) and the United Automobile Aerospace and Agricultural Implement Workers of America, Local 2282 Amalgamated (UAW) have met, discussed and agreed to the following changes regarding the subject of fair share fees:

That Article Seven, Section 2 of the collective bargaining agreement currently in force and effect at the time of execution of this LOU contains provisions regarding the maintenance, collection and processing of fair share fees for non-union members of the UAW bargaining unit.

The requirement that non-union members of a public sector bargaining unit can be required to pay fair share fees in lieu of union dues to cover the cost of representation by a labor organization for unit positions was declared unconstitutional by the U. S. Supreme Court in the case of Janus vs. AFSCME.

The ruling of the Janus Court requires removal of all contractual rights, provisions, obligations or references related to the collection or payment of fair share fees for UAW Local 2282 bargaining unit members who decline union membership and renders the subject of fair share fees to be a prohibited subject of bargaining. Removal of the contract section in Article Seven identified in paragraph 1 above conforms the contract terms to the requirements of the Janus ruling, and the parties so agree to that removal.

The parties further agree that should the U S. Supreme Court reverse its ruling in Janus vs. AFSCME and hold that it is again lawful for labor organization who represent public sector employees to mandate the payment of fair share fees by non-members employees of public sector bargaining units, the parties hereby agree to meet to negotiate contractual terms on the subject of air share fees. The party demanding bargaining over fair share fees shall notify the duly authorized representative of the other party of their demand to bargain in writing. Said bargaining shall commence within 60 days from receipt of said demand.

In the event a bargaining unit member requests withdrawal from the Union, dues deductions will cease on the first full pay period following the request. Any reimbursement of overpaid dues will be the responsibility of the Union.

The parties hereto have caused their duly authorized agents to sign this Letter of Understanding this 11th day of January, 2025.

UAW Local 2282

City of Rock Island

By:


Heather Keag, UAW International


Rob Baugous, HR Director, CORI

SIDE LETTER

The City and UAW, Local #2282 shall follow the guidelines established by the Military Leave of Absence Act (5 ILCS 325/) enacted by the State of Illinois for any full-time employees requesting leave for any period actively spent in the military service.

City of Rock Island
Public Library

International Union and its
Applied Local #2282

By: Rob Bangus

By: Heather Keag

Date: 9/11/2025

Date: 9-11-25

Memorandum of Agreement

This Memorandum of Agreement is intended to reflect the United Automobile, Aerospace and Agricultural Implement Workers of America Technical, Office, Professional Department and Its Amalgamated Local #2282, (Union) has reviewed the City of Rock Island's Ethical Standards Policy (revised August 9, 2004) and bargaining unit members agree to adhere to the policy.

Rob Byrnes
City of Rock Island

Heather Keag
UAW Local #2282

9/11/2025
Date

9-11-25
Date