

ADDENDUM TO
THE
COLLECTIVE BARGAINING AGREEMENT

BETWEEN

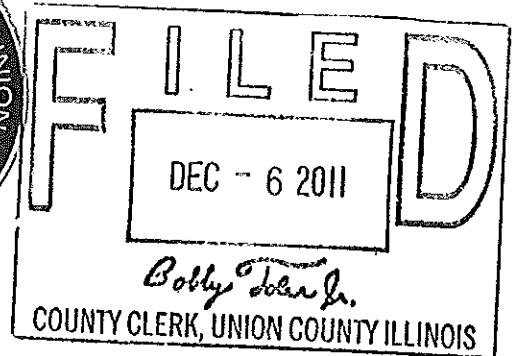
UNION COUNTY ILLINOIS
UNION COUNTY CIRCUIT CLERK'S OFFICE

AND

THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA, THE
SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL

AND

LABORERS' LOCAL UNION 773



DECEMBER 1, 2010 THROUGH NOVEMBER 30, 2013

The parties have agreed to amend Article 7 and Article 19 of the current Collective Bargaining Agreement to read as follows:

ARTICLE 7
HOLIDAYS, SICK, PERSONAL AND FUNERAL LEAVE

Section 1: Holidays:

Employees shall receive one (1) day's pay per each recognized Holiday, or one (1) day off in observance of the holiday. Those holidays recognized under this Agreement shall be as follows:

New Year's Day	Martin Luther King's Birthday
Lincoln's Birthday	Washington's Birthday
Memorial Day	Independence Day
Labor Day	Columbus Day
General Election Day	Veterans' Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day;	

In addition, any other day or part of a day, which may be observed by the offices, as directed by the Circuit Judge.

When an employee is required to work on a Holiday, he shall be paid one and one-half (1 ½) times his regular rate of pay.

Section 2: Sick Leave:

- (1) Employees covered by this Agreement will earn paid sick leave at the rate of one day per month. The amount of sick leave accumulated at the time any illness begins will be available in full, and additional leave will continue to accrue while an employee is using that already accumulated. An employee may accumulate up to two hundred forty (240) days; ninety (90) days of which may be paid to an employee upon resignation or retirement, if not used for IMRF service credit.
- (2) Sick leave compensation will be at the employee's normal rate of pay. An employee may use accrued sick leave for personal illness or injury, for personal medical and dental appointments, or when necessitated by an emergency illness or injury of a member of the employee's immediate family. For this purpose, "immediate family" shall include spouse, child (including step), parent, sibling (including step), grandchild, grandparent or corresponding in-law living in the employee's household.

- (3) Employees who misuse sick leave may be suspended or discharged. An employee's supervisor may require documentation from a physician, or other administratively acceptable proof of illness, when there are reasonable grounds to suspect misuse of sick leave. Employees receiving sick leave pay may not work elsewhere without forfeiture of this pay.
- (4) The Office Holder reserves the right to require an employee to undergo a medical examination, at the Employer's cost, for the purpose of ascertaining if the employee is physically and/or mentally fit to perform the duties of his position.

Section 3: Personal Leave:

The Employer shall grant each employee Four (4) days of personal business leave per year without loss of pay. Except in the case of an emergency, notice of the necessity for personal business leave shall be submitted as soon as possible to the Officeholder or his designee. Any unused personal leave days shall not accumulate. They will not be used less than one-half (1/2) day per request.

Section 4: Funeral Leave:

In the event of a death in the immediate family of an employee, the employee shall be allowed three (3) days leave without any loss of pay and these three (3) days shall not be charged to sick leave. Immediate family shall mean the death of a spouse, father, mother, brother, sister, son, daughter, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, maternal or paternal grandparents, including step relations in the same categories of the aforesaid.

One (1) day of funeral leave shall be allowed for other family members; more time may be taken if needed and may be charged to vacation, sick or personal leave or without pay if there is no accumulated time available.

ARTICLE 19
WAGES

Section 1. Job Classifications:

Employees hired before the signing of this Agreement shall continue in their current pay grade. Any employee hired after the signing of this Agreement shall be paid at the LEVEL 1 wage, and they shall stay at LEVEL 1 through their first five years of employment. At the beginning of their sixth (6th) year of employment they shall automatically be moved into the LEVEL 2 pay grade, and shall remain at this level through their tenth (10th) year of employment. Employees beginning their eleventh (11th) year of employment shall be automatically raised to the LEVEL 3 pay grade.

Section 2. Wages:

The following schedule reflects the wage increases that each employee will receive effective December 1, 2010.

Job Classification	December 1, 2010	December 1, 2011	December 1, 2012
LEVEL I Circuit Clerk's Assistant / Document Image Operator	1.0% Increase \$12.17/hr	1.5% Increase \$12.35/hr	2.0% Increase \$12.60/hr
LEVEL II Circuit Clerk's Assistant / Document Image Operator	1.0% Increase \$14.37/hr	1.5% Increase \$14.59/hr	2.0% Increase \$14.88/hr
LEVEL III Circuit Clerk's Assistant / Document Image Operator	1.0% Increase \$16.62/hr	1.5% Increase \$16.87/hr	2.0% Increase \$17.21/hr

Section 3. Longevity:

In addition, employees covered by this Agreement shall receive a longevity increase to be added to their gross wage on their first pay check following December 1, 2011 and then on the first paycheck in December for each subsequent year and according to the following table:

Beginning of 6 Years Service through 10 years service:	\$225.00 per year
Beginning of 11 years service through 15 years service:	\$275.00 per year increase for a total longevity of \$500.00
Beginning of 16 years of service through 20 years of service:	\$325.00 per year increase for a total longevity of \$825.00
Beginning of 21 years of service:	\$400.00 per year increase for a total longevity of \$1225.00

The longevity increase applies for years of service in the current Office and will be paid as an addition to the hourly wage rate and payable beginning on the anniversary date of the employee's employment in the current office.

Section 4. Mileage:

Use of a personally owned automobile for official county business must be authorized in advance. Mileage will be reimbursed at the current rates consistent with Internal Revenue Guidelines in effect at the time of the reimbursement. All mileage shall be submitted in time to meet the bi-weekly payroll for reimbursement. The authorized mileage allowance includes all operating expenses such as gas, oil, and repairs precluding any separate claim for such items.

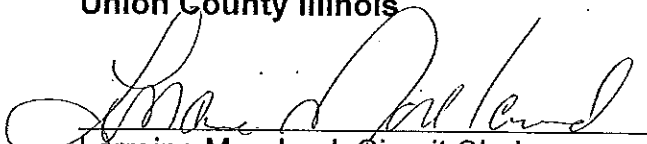
Section 5. Managerial / Supervisory:

The Circuit Clerk may promote or hire to fill the position of management to perform the duties which are at the discretion of the Circuit Clerk. The current / existing managerial / supervisory employee shall be paid at the rate of nineteen dollars and three cents (\$19.03) per hour plus any applicable longevity rate which is the current pay rate for the managerial / supervisory position. This pay does not represent the starting rate for this supervisory position. This position of managerial / supervisory has existed in the Circuit Clerk's office prior to the year 1995. All raises will be given at the same rate as the other contractual employees and the managerial / supervisor will receive the same benefits as outlined in this Agreement. The designation of an employee as the managerial / supervisory shall be at the sole discretion of the Circuit Clerk.

IN WITNESS WHEREOF, the parties have executed this Agreement.

FOR THE EMPLOYER:

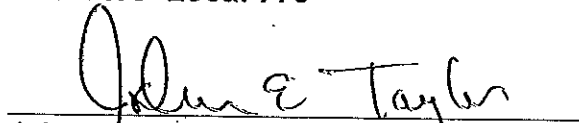
Union County Illinois


Lorraine Moreland, Circuit Clerk

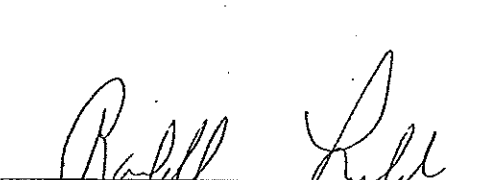
Date: 12/2/11

FOR THE UNION:

Laborers' Local 773


John E. Taylor, Business Manager

Date: 12-2-11


Randy Lambdin, Board Chairman

Date: 12/2/11

**Southern and Central Illinois
Laborers' District Council:**


Clint Taylor, Business Manager

Date: 12-5-11