

## **MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding ("MOU") is made between the Village of Oak Park ("Village") and the International Brotherhood of Electrical Workers Local 9 ("IBEW") as the sole and exclusive collective bargaining representative for the classifications as set forth in the Collective Bargaining Agreement between the parties ending December 31, 2020.

### **RECITALS**

**WHEREAS**, the Village and the IBEW are parties to a Collective Bargaining Agreement ("CBA") with a current term of January 1, 2018 through December 31, 2020; and

**WHEREAS**, the parties wish to agree that in exchange for the Village's proposal for a new 30 day extension to any probationary period either from a new hire or an employee moving from an Electrician to a Senior Electrician pursuant to Article 5 ("Probationary Period"), Sections 5.1 and 5.2 of the CBA, the current employee who serving as Senior Electrician on an interim basis shall have his time served as interim Senior Electrician count toward his six (6) month probationary period in the position; and

**WHEREAS**, Village and the IBEW agree that this MOU shall not be considered part of the CBA; and

**WHEREAS**, the Village and the IBEW agree that the bargained for status quo that has existed between the parties shall not be effected whatsoever by this MOU and shall not constitute a precedent in which either party may cite in any subsequent negotiations or interest arbitration proceedings.

**NOW THEREFORE**, in consideration of the parties' discussions and agreements hereto, it is hereby agreed by the Village and the Union as follows:

1. **Recitals Incorporated.** The above recitals are incorporated herein as though fully set forth.

2. **Keith Seat.** Keith Seat is an Electrician and is currently serving as interim Senior Electrician due to a vacancy in that position. The Village agrees to count the current time Mr. Seat has served as interim Senior Electrician toward his six month probation as set forth in Section 5.2 of the CBA if Mr. Seat should apply for the position of Senior Electrician and subsequently be offered the position.

3. **Term.** The term of this MOU shall be from January 1, 2018 through December 31, 2020.

**IN WITNESS WHEREOF**, the parties hereto have caused this MOU to be signed by their duly authorized representatives on the dates set forth below.

**VILLAGE OF OAK PARK**

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By: Cara Pavlicek  
Its: Village Manager

Date: \_\_\_\_\_, 2018

**INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS LOCAL 9**

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By: John C. Burkard  
Its: Assistant Business Manager,

Date: \_\_\_\_\_, 2018