



Agenda Item Summary

File #: RES 19-107, **Version:** 1

Submitted By

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Reviewed By

LKS

Agenda Item Title

A Resolution Approving a Letter of Agreement for Check-Off of Union Dues or Fees and for Union Access to New Employee Orientations and Employee Information between the Village of Oak Park and the International Association of Machinists and Aerospace Workers, Local Lodge 701 and Authorizing its Execution

Overview

In December of 2017, staff negotiated a successor Collective Bargaining Agreement with the International Association of Machinists and Aerospace Workers, Local Lodge 701. During negotiations the Union wanted to include new language as a result of the recent Supreme Court decisions in Janus v. AFSCME. The Union and the Village agreed to remove illegal language from the collective bargaining agreement and address other additions requested by the Union outside of the collective bargaining agreement in a Letter of Agreement.

Staff Recommendation

Approve the Resolution

Fiscal Impact

This Letter of Agreement is solely about the union dues process and a new employee 15 minute orientation meeting if requested by the Union. The current collective bargaining agreement, not this Letter of Agreement, contains contractual obligations for wages and other terms and conditions of employment.

Background

In Janus v. AFCME, the Court ruled that effective immediately, public-sector employees will no longer have to pay fees or dues to their unions, even if those unions collectively bargain on behalf of those employees. Prior to the Janis decision, in Illinois, a "fair-share" provision was common in collective bargaining agreements which required employees covered by a collective bargaining agreement, but who did not choose to be a member (pay dues), would then pay a "fair-share" to the Union to cover the costs of the Union's activities for that member. The Janis decision made "fair-share" provisions illegal. As a result, it is typical for Unions (such as the International Association of Machinists and Aerospace Workers, Local Lodge 701) to want to clarify employee rights when collecting dues, and to seek a short meeting with new employees after orientation to provide an explanation of the benefits of membership. The International Association of Machinists and Aerospace Workers, Local Lodge 701 represents the Village's mechanics in the Fleet Division of the Public

Works Department.

This Letter of Agreement allows for a 15 minute orientation meeting if requested by the Union and confirms the process if the Village is informed by the employee that Union fees are being improperly withheld from their paycheck. This agreement is in place for the same duration as the current collective bargaining agreement which expires June 30, 2022.

Alternatives

N/A.

Previous Board Action

The Village Board has authorized previous collective bargaining agreements with similar language and processes.

Citizen Advisory Commission Action

N/A.

Anticipated Future Actions/Commitments

This agreement will expire June 30, 2022 along with the current collective bargaining agreement for this unit.

Intergovernmental Cooperation Opportunities

N/A.

Performance Management (MAP) Alignment

N/A.