

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**THE COUNTY OF WILLIAMSON  
(CIRCUIT CLERK EMPLOYEES)**

**AND**

**THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA,  
THE SOUTHERN AND CENTRAL ILLINOIS LABORERS' DISTRICT COUNCIL  
AND  
LABORERS' LOCAL 773**



**DURATION: DECEMBER 1, 2012 THROUGH NOVEMBER 30, 2016**

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# COLLECTIVE BARGAINING AGREEMENT

## ARTICLE 1 PARTIES TO AGREEMENT

This Collective Bargaining Agreement is made and entered into by and between the Williamson County Circuit Clerk, hereinafter referred to as the "Employer", and The Laborers' International Union of North America, The Southern and Central Illinois Laborers' District Council and Laborers' Local 773 hereinafter referred to as the "Union".

## ARTICLE 2 AREA AND EMPLOYEES COVERED

All employees employed by the Williamson County Circuit Clerk's Office as referenced in Certification **S-RC-91-12/14**.

### **Use of Masculine Pronoun:**

The use of the masculine pronoun in this or any other document is understood to be for clerical convenience only, and it is further understood that the masculine pronoun includes the feminine pronoun as well.

## ARTICLE 3 RECOGNITION, DUES CHECK-OFF AND UNION SECURITY

Within the limits provided by the laws of Illinois, the Employer recognizes The Laborers' International Union of North America as the exclusive bargaining representative for the employees covered by this Agreement.

### **Section 1 - Dues Check-off**

The Employer agrees to deduct from the pay of those employees who individually request it, any or all of the following:

- a. Union membership dues, assessments, or fees;
- b. Union sponsored benefit programs.

Request for any of the above shall be made on a form agreed to by the parties. Upon receipt of an appropriate written authorization from an employee, such authorized deductions shall be made in accordance with law. The aggregate deductions of all employees shall be remitted to the Union at: Laborers' Local 773, 5102 Laborers' Way, Marion, Illinois 62959, or at such other address as designated in writing to the Employer by the Union. The Union shall advise the Employer of any increase in dues or other approved deductions in writing at least fifteen (15) days prior to its effective date. All employees covered by this Agreement who sign Union dues check-off cards for

Laborers' shall not be allowed to cancel such dues deduction within the term of this Agreement. The period for cancellation of dues deduction shall be the first pay period of this Agreement, and it is contemplated by the parties that the same period will be provided in future Collective Bargaining Agreements.

The Union shall indemnify, defend, and hold the Employer harmless against any claim, demand, suit, or liability arising from any action taken by the Employer in complying with this Article.

### **Section 2 - Union Security: Fair Share Deductions**

The Employer shall grant "fair share" to the Union in accordance with Section 6(e)-(g) of the Illinois Public Labor Relations Act. Employees covered by this Agreement, who have completed probation, are scheduled to work full-time (i.e. 5 days/week, 35 hours of work/week), are expected to work indefinitely, rather than for a specified period of time, and who are not members of the Union shall pay the Union each month their fair share for collective bargaining, contract administration services, and the pursuance of matters affecting wages, hours and conditions of employment. The fair share payments, as certified by the Union, shall be deducted by the Employer from the earnings of the non-member employees. The deductions of all employees and a list of their names shall be remitted to the Union at: Laborers Local 773, 5102 Laborers' Way, Marion, Illinois 62959, or at such other address as designated in writing to the Employer by the Union.

The Union agrees to provide the Employer with a list of any discrepancies between its understanding of who would be subject to a fair share deduction and the list provided by the Employer. The Union further agrees to periodically provide the Employer with an affidavit certifying the amount of the fair share fee, not exceeding the dues uniformly required of members of the Union. The Union shall advise the Employer of any increase in fair share fees in writing at least fifteen (15) days prior to its effective date. The amount of the fair share fee shall not include any contributions related to the election or support of any candidate for political office, for any member-only benefit, or for any other matter determined not to be appropriate.

The Employer shall be relieved from making any deductions, upon termination of this Agreement, termination of an employee's employment, transfer of an employee from the bargaining unit, or a revocation of an employee's authorization. The Employer shall not be obligated to deduct dues from an employee's pay during any month in which the employee's pay is less than the amount to be deducted.

The Union agrees to assume full responsibility to ensure full compliance with the requirement laid down by the United States Supreme Court in *Chicago Teachers Union v. Hudson*, 106 U.S. 1066 (1986), subsequent Federal and Illinois Court decisions and decisions by the Illinois State or Local Labor Relations Board or an arbitrator. It is specifically agreed that any dispute concerning the amount of fair share payment and/or the establishment of the constitutionally mandated procedures for resolving disputes as to the appropriate amount of such fair share payment shall be the responsibility of the Union and not the Employer, and such dispute shall not be subject to the grievance and

arbitration procedures set forth in this Agreement, but may be subject to an internal Union arbitration.

**Section 3 – Religious Exemption**

Should any employee make a valid objection to making his or her fair share payment to the Union because of bona fide religious tenets or teachings of a church or religious body of which such employee is a member, an amount equal to fair share payment shall be paid to a non-religious charitable organization mutually agreed upon by the employee affected and the Union, as set forth in Section 6(g) of the Illinois Public Labor Relations Act. If the Union and the employee are unable to agree on the organization, the organization shall be selected by the affected non-member from an approved list of charitable organizations established by the Illinois State Labor Relations Board. The employee will be required to furnish a written receipt to the Union on a monthly basis, verifying that such payment has been made.

**Section 4 - Notice of Appeal**

The Union agrees to provide notices and appeal procedures to employees in accordance with applicable law.

**Section 5 – Indemnification**

The only obligation of the Employer is to deduct and remit the certified amounts to the Union in accordance with Section 1 of this Article. The Employer shall bear no obligation or liability to the Union or any employee for any action taken in an effort to discharge such obligation. The Union shall indemnify, defend, and hold harmless the Employer, its officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or any other forms of liability that shall arise out of or by reason of any action by the Employer for the purpose of complying with this Article or in reliance upon any list, form, notice, certification, or assignment furnished by the Union pursuant to the provisions hereof.

**ARTICLE 4  
MANAGEMENT RIGHTS**

The Employer, subject to the general administrative and supervisory authority of the Illinois Supreme Court and the Chief Judge, has the right to direct all work activities and shall retain and have the exclusive right to exercise the customary functions of management, including but not limited to: the right to manage and control the premises and equipment, to supervise and assign duties to employees in accordance with the needs and requirements of the Employer; to determine qualifications for the work force, including the right to do all hiring; and to carry out all ordinary functions of management subject only to the terms and provisions expressly specified in this Agreement.

Notwithstanding the above, if, during the life of this Agreement, a job in a new classification is created in the bargaining unit, the Employer will negotiate with the Union regarding the role that seniority will play in filling that position.

**ARTICLE 5  
NO STRIKE / NO LOCKOUT**

**Section 1 - No Strike**

Neither the Union nor any officers, agents or employees will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, secondary boycott, residential picketing, slow down, sit down, concerted stoppage of work, concerted refusal to perform overtime, or any other intentional interruption or disruption of the operations of the Employer at any location, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Employer. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent. The Union and its officers and representatives will cooperate with the Employer in taking whatever affirmative action is necessary to direct and urge any employee who violates this Article to return to work and to achieve a prompt resumption of normal operations.

**Section 2 - No Lockout**

The Employer will not lockout any employees during the term of this Agreement as a result of a labor dispute with the Union so long as there is good faith compliance by the Union with this Article, unless the Employer cannot efficiently operate in whole or in part due to a breach of this Article.

**Section 3 - Judicial Relief**

Nothing contained herein shall preclude the Employer from obtaining a temporary restraining order, damages and other judicial relief as determined appropriate by the Court in the event the Union or any employees covered by this Agreement violate this Article.

**ARTICLE 6  
WORKWEEK AND OVERTIME PAY**

The workweek will be based on thirty-five (35) hours, with the office hours 8:00 a.m. until 4:00 p.m., with one (1) unpaid hour for lunch, a fifteen (15) minute break in the morning and a fifteen (15) minute break in the afternoon.

Employees shall be compensated in compensatory time at a rate of one and one-half (1½) times the regular rate of pay for work in excess of thirty-five (35) hours in a week. Work in excess of forty (40) hours in a week will be compensated at a rate of one and one-half (1 ½) times the regular rate of pay and may be "paid" at that rate by use of compensatory time, conditional upon agreement by the employee and the Circuit Clerk. The compensatory time referenced in this paragraph may be taken at a mutually agreeable time, within one (1) month of accrual, but will be paid if not taken within a month.

All forms of approved absences, such as sick days, holidays, etc., shall be counted as time worked for overtime computation.

Any overtime or compensatory time must be previously approved by the Employer or the Employer's designee.

One (1) hour lunch breaks may be taken between 11:00 a.m. and 1:00 p.m.; however; at least two (2) bargaining unit employees must be in both the main office and traffic office at all times. Subject to the prior approval of the Circuit Clerk, and subject to the restrictions above, an employee may report to work at 8:30 a.m. and take a one-half (1/2) hour lunch break. Deputy clerks working in court will take their lunch hour when the court recesses for lunch.

## **ARTICLE 7 HOLIDAYS, SICK, PERSONAL AND BEREAVEMENT LEAVE**

The holidays recognized under this Agreement shall be those days designated as holidays by the Illinois Supreme Court or the Chief Judge of the First Judicial Circuit.

Employees shall receive seven (7) hours pay for the recognized holiday. 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.

In the event a holiday is declared for all other Williamson County employees and where the employees covered by this Agreement are required to work while other employees are given a paid day off from work, those employees covered by the Agreement who are required to work those days will be given an extra day off at a later date.

### **Section 1 - Sick Leave**

Each employee shall be entitled to twelve (12) sick leave days per year without loss of pay.

#### **Sick leave may accumulate from year to year.**

Accumulated sick leave days for employees with the minimum eight (8) years requirement for an IMRF pension shall not be compensable in any manner upon separation from employment. Employees will be entitled, however, to an extension of their pension service at the rate of one (1) month for every twenty (20) days of unpaid, unused sick leave or fraction thereof, not to exceed two hundred and forty (240) days (one year at ending employee's salary value) See: IMRF Booklet Section 5/Benefits, page 7. This credit will only apply to an employee's retirement and will not be compensated for in any other manner. Should an employee choose upon, or after, separation of employment to withdraw his accumulated IMRF pension funds thus making himself not eligible to receive a pension under that system, the employee shall not be compensated in any way for the sick leave accumulated.

However, for employees under the minimum eight years of service for an IMRF pension, please note that converted sick leave service cannot be used to meet the required minimum eight years and will have to be purchased back from those employees. Sick days may accumulate up to sixty four (64) days. The employee will

receive 50% of the value for each unused accumulated sick day, example: 4 days X 50% = two (2) days pay.

**Section 2 - Personal Leave:** The Employer shall grant each employee four (4) days of personal business leave without loss of pay. Employees shall give to the Circuit Clerk at least forty-eight (48) hours written notice of their request for personal days, except in the case of an emergency. The Circuit Clerk may deny a request for use of a personal day if two (2) employees are scheduled for, or are on, vacation on the day requested. Personal days may be used in increments of no less than one-half (1/2) day.

**Section 3 – Bereavement Leave**

In the event of a death in the immediate family of an employee, the employee shall be allowed three (3) working days leave and these three (3) working 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 as the aforesaid.

**ARTICLE 8  
VACATION**

An employee shall be credited on his anniversary date of each year the following days of paid vacation.

- After 1 year of service ..... 10 days vacation
- After 5 years of service..... 15 days vacation
- After 10 years of service..... 20 days vacation

All vacation time is to be taken before November 30<sup>th</sup> in the year earned. Employees shall be compensated for all vacation not used prior to the end of the fiscal year. Vacation days may be used separately or taken in blocks. When vacation days are used separately, written advance notice for a vacation day shall be submitted as soon as possible to the Circuit Clerk.

Employees shall give to the Circuit Clerk at least ten (10) working days notice of their request for vacation days. Available vacation days shall be awarded on a "first come, first served basis; however, in any event, employees shall give written notice to the Employer ten (10) working days prior to the desired vacation day. If requests are made on the same day for the same vacation and both requests cannot be accommodated, the vacation shall be awarded to the more senior employee. Notwithstanding, two (2) employees may be allowed to take vacation at the same time, provided no more than one is from the traffic office and no more than one is from the main office.

**ARTICLE 9  
SALARY SCHEDULES AND PAY PERIODS**

Employees of the Circuit Clerk's Office shall receive the following wage increase:

Effective December 1, 2012 .....	\$0.70/hour.
Effective December 1, 2013.....	\$0.70/hour.
Effective December 1, 2014.....	\$0.70/hour.
Effective December 1, 2015.....	\$0.70/hour.

Employees shall be paid on alternate Fridays.

**ARTICLE 10  
GRIEVANCE PROCEDURE**

**Section 1 - Purpose**

The Employer and the Union hereby establish the following grievance procedure for the purpose of resolving disputes concerning the interpretation of this Agreement or disputes concerning employee discipline.

**Section 2 - Procedure**

The grievance shall be presented promptly so that the facts can be readily obtained. The time limit shall be established as within two (2) working days of the occurrence that comprised the grievance.

In the event that an employee shall have a grievance, he shall report the same to his Steward, in writing, and the Steward shall report the same to the employee's immediate supervisor promptly. If the Steward and the immediate supervisor cannot adjust the matter satisfactorily, the grievance shall be submitted to the Union Representative and the Circuit Clerk or his designee. If, at such time, the Union Representative and the Circuit Clerk cannot settle the matter within seven (7) days, it shall be referred for arbitration.

In accordance with this Article, the Union, by written notice to the Employer, may appeal a grievance to arbitration.

An arbitrator chosen by mutual agreement of the Employer and the Union shall conduct the arbitration proceeding. If the parties fail to select an arbitrator by mutual agreement, they shall select from among a panel sent by the Federal Mediation and Conciliation Services (FMCS) pursuant to its rules.

Except as otherwise provided by law, the decision of the arbitrator shall be final and binding on the parties, and the cost of the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representative and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the

arbitrator. If the other party desires a copy, it shall pay one-half (1/2) the transcription fee and the cost of duplicating its copy.

The jurisdiction of the arbitrator shall be limited to the interpretation and application of the provisions of this Agreement and the obligations of the parties under this Agreement. The arbitrator shall have no power or authority to add to, subtract from, ignore, or modify any provision of this Agreement. The decision of the arbitrator shall be final and binding on both parties.

#### **ARTICLE 11 STEWARD**

The Local Union Business Manager shall appoint a Steward who shall assist an employee in presenting a grievance to the Circuit Clerk. The Steward shall be the recognized Representative of the Union during work hours and shall be subject to the same terms and conditions of employment as any other employee. The Steward shall be allowed time off for Union business.

#### **ARTICLE 12 TRAINING**

When employees are required to attend or receive training, the cost of said training shall be paid by the Employer.

#### **ARTICLE 13 SENIORITY**

Seniority will exist from the date the employee is hired and shall be the determining factor for layoff and reemployment.

An employee shall lose seniority rights upon discharge, resignation, retirement, layoff exceeding twenty-four (24) months, and failure to return from leave or layoff. New employees shall be on six (6) months probation and, while on probation, may be dismissed without cause by the Employer. The Employer may reduce the probationary period for an employee.

#### **ARTICLE 14 IMRF**

The Employer shall participate in the Illinois Municipal Retirement Fund.

## **ARTICLE 15 HEALTH AND WELFARE**

### **Section 1 - Health and Hospitalization Coverage**

The County shall continue to make available to non-retired employees and their eligible dependents substantially similar group health and hospitalization insurance coverage and benefits as existed in the County's insurance plan as of December 1, 2011.

The County will not be responsible for changes imposed by an insurance provider in benefits, co-payment provisions or deductibles so long as the County uses its best efforts to minimize changes by the insurance providers from one plan year to another. During the term of this Agreement, if changes to the benefit insurance policies provided by the County are instituted for employees not covered by this Agreement, the County agrees additionally to grant those changes to employees covered by this Agreement.

### **Section 2 - Right to Change Insurance Carriers**

The County reserves the right to change or provide alternate insurance carriers, health maintenance organizations, or benefit levels or to self-insure as it deems appropriate for any form of insurance referred to in this Article, so long as the new coverage and benefits are substantially similar to the insurance coverage which existed as of December 1, 1995.

### **Section 3 - Cost Sharing**

The County will pay one hundred percent (100%) of the cost of the premiums for employees' individual group health and hospitalization insurance, so long as the County continues to maintain the self-insurance plan that was in effect on December 1, 1995. If the County drops the self-insurance plan, then the County will pay \$200.00 per month toward the cost of premiums for the employees' individual group health and hospitalization insurance. The employees' portion of premiums will be deducted from their paychecks.

### **Section 4 - Cost Containment**

The County reserves the right to institute cost containment measures relative to insurance coverage so long as the basic level of insurance benefits remains substantially similar to the insurance coverage in effect as of December 1, 1995. Such changes may include, but are not limited to, mandatory second opinions for elective surgery, preferred provider provisions, pre-admission and continuing admission review, prohibition on weekend admissions except in emergency situations, and mandatory outpatient elective surgery for certain designated surgical procedures.

### **Section 5 - Continuation of Benefits While on Leave or Layoff**

The County shall continue benefits under applicable group insurance as set forth above in this Article while an employee is on an authorized paid leave. During an approved unpaid leave of absence or layoff extending beyond the end of the calendar month in which the leave or layoff began, an employee shall be entitled to coverage under applicable group insurance plans to the extent provided in such plan(s), provided the

employee makes arrangement for the change and arrangements to pay the entire insurance premium involved, including the amount or premium previously paid by the County.

#### **Section 6 - Terms of insurance Policies to Govern**

The extent of coverage under the insurance policies (including HMO and self-insured plans) referred to in this Agreement shall be governed by the terms and conditions set forth in said policies or plans. Any questions or disputes concerning said insurance policies or plans or benefits there under shall be resolved in accordance with the terms and conditions set forth in said policies or plans and may not be the subject of a grievance. The failure of any insurance carrier(s) or plan administrators to provide any benefit for which it has contracted or is obligated shall result in no liability to the Employer, nor shall such failure be considered a breach by the Employer of any obligation undertaken under this or any other Agreement. However, nothing in this paragraph shall be construed to relieve any insurance carrier(s) or plan administrators from any liability it may have to the County, employee or beneficiary of any employee.

#### **Section 7 - Retiree Benefits**

Upon retirement employees covered by this Collective Bargaining Agreement shall be eligible to continued health insurance coverage per the Williamson County Board's Retiree Insurance Coverage Plan.

### **ARTICLE 16 DISCIPLINE**

Disciplinary action shall be administered on a progressive basis. Discipline may include, but is not limited to, the following:

1. Oral Reprimand
2. Written Reprimand
3. Suspension
4. Discharge

Disciplinary action may be imposed upon an employee for just cause. If the Employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public. Disciplinary action shall be done in private, and the employee will sign a paper indicating that he was asked whether he desired Union representation.

Employees shall continue to comply with the smoking policy as instituted by the Circuit Clerk and the County Board.

**ARTICLE 17**  
**LIMITATIONS OF AGREEMENT**

**Section 1 - Conduct of Lawsuits**

No provision in this Agreement may interfere with the supervision or conduct of a lawsuit by a judge. No provision in this Agreement which interferes with the supervision or conduct of a lawsuit by a judge may be enforced.

**Section 2 - Judicial Powers**

No provision in this Agreement which materially and/or adversely affects or interferes with the exercise of the constitutional, statutory, or inherent judicial powers of the Judiciary or the Circuit Clerk or with the application of a rule or order of the Illinois Supreme Court may be enforced. During an emergency affecting the Court's business as reasonably determined by the Chief Judge, no provision in this Agreement which materially and adversely affects or interferes with the exercise of the constitutional, statutory, or inherent administrative powers of the Judiciary may be enforced.

**Section 3 - Entire Agreement**

This Agreement, upon ratification, supersedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties, and concludes collective bargaining for its term.

The Employer and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, including the impact or effects of the Employer's exercise of its rights as set forth herein on wages, hours or terms and conditions of employment. In so agreeing, 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 or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

**Section 4 - Savings**

If any provision of this Agreement is subsequently declared by legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement and the parties shall meet as soon as possible to agree on a substitute provision. However, if parties are unable to agree within 30 days following commencement of the initial meeting then the matter shall be postponed until contract negotiations are reopened.

## BEGINNING AND DURATION OF AGREEMENT

Except as noted, this Agreement shall be in full force and effect from December 1, 2012 until November 30, 2016, and shall automatically continue year to year thereafter. Either party desiring change or modification in the same shall notify the other party in writing at least ninety (90) days prior to November 30, 2016. Such other party must grant a meeting to the party desiring the change within thirty (30) days after such notification.

1. If, at the expiration of this Agreement, a settlement mutually agreeable to both parties has not been reached, a joint request will be made to the Federal Mediation and Conciliation Service for a mediator. If, at the end of thirty (30) days, this process has not produced an agreement it shall be referred to Step 2.
2. A joint request shall be made to the FMCS for an arbitrator with the parties each submitting their final offer. The arbitrator shall render a decision within forty-five (45) days that is final and binding on the parties. The costs of the arbitrator shall be shared by the parties 50/50, with each responsible for its own cost of representation.

### FOR THE EMPLOYER:

COUNTY OF WILLIAMSON  
Williamson County Circuit Clerk

Stuart Hall  
Stuart Hall, Williamson Co. Circuit Clerk

12-5-12  
Date

### Williamson County Board Members:

Brent Gentry  
Brent Gentry

Ron Ellis  
Ron Ellis

Jim Marlo  
Jim Marlo

12-6-12  
Date

### FOR THE UNION:

Laborers' Local 773

Kevin L. Starr  
Kevin L. Starr, Business Manager

12-6-12  
Date

### The Southern and Central Illinois Laborers' District Council

Clint B. Taylor  
Clint B. Taylor, Business Manager

12-6-12  
Date

**APPENDIX "A"**  
**LABORERS' LOCAL 773**  
5102 Laborers' Way  
Marion, Illinois 62959  
(618) 993-5773  
E-mail: laborer@local773.com

Affiliated with  
**THE LABORERS' INTERNATIONAL UNION OF NORTH AMERICA**

**CHECKOFF AUTHORIZATION AND ASSIGNMENT**

**WILLIAMSON COUNTY CIRCUIT CLERK**

I, \_\_\_\_\_, (print name), do hereby assign to Local Union 773, Laborers' International Union of North America, AFL-CIO such amounts from my wages as shall be required to pay an amount equivalent to the initiation fees, readmission fees, membership dues, and assessments of the Local Union as may be established for its members from time to time. My Employer, including my present Employer and any future Employer, is hereby authorized to deduct amounts from my wages and pay the same to Local Union and/or its authorized representative, in accordance with the collective bargaining agreement in existence between the Union and my Employer.

This authorization shall become operative upon the effective date of each collective bargaining agreement entered into between my Employer and the Union.

This authorization shall be irrevocable for a period of one (1) year, or until termination of the collective bargaining agreement in existence between my Employer and the Union, whichever occurs sooner; and I agree and direct that this authorization shall be automatically renewed and shall be irrevocable for successive periods of one (1) year each, or for the period of any subsequent agreement between my Employer and the Union, whichever shall be shorter, unless written notice is given by me to my Employer and the Local Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one (1) year, or of each applicable collective bargaining agreement between my Employer and the Union, whichever occurs sooner. Furthermore, this check off authorization shall continue in accordance with the above renewal and revocation provisions irrespective of my membership in the Union.

Union Dues and fees are not deductible as charitable contributions for federal income tax purposes. Local dues may qualify as business expenses, however, and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Service.

This assignment has been executed this \_\_\_\_\_ day of \_\_\_\_\_.

Phone Number	Employee Signature	
Date of Birth	Social Security Number	
Street		
City	State	Zip Code
County	Email Address	
Initiation Fee	Date Employed	Dues