

**THE INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 150
AND THE VILLAGE OF ISLAND LAKE**

MEMORANDUM OF AGREEMENT

The International Union of Operating Engineers, Local 150 ("Union") and the Village of Island Lake ("Village"), pursuant to negotiations that took place between the parties, hereby agree as follows:

1. The current Collective Bargaining Agreement ("CBA") which expired April 30, 2011 shall be extended until April 30, 2012. The CBA shall remain unchanged during the term of this extension, with exception to Article VI, Section 6.2 which shall be revised to read as follows:

SECTION 6.2: GENERAL PROCEDURES

In the event of a layoff, employees shall be laid off in inverse order of seniority as defined in Article V, within classification within a Department. For purposes of this Section only, Departments shall be considered the Administrative Department, Recreation Department and the Public Works Department. However, prior to laying off any bargaining unit employees, all seasonal, temporary, probationary, part-time or other non-bargaining unit employees who perform work customarily performed by bargaining unit employees within the effected Departments shall be laid off or terminated, as the case may be.

2. This Agreement shall be effective on the date of execution and shall remain in full force and effect until April 30, 2011, whereupon, the terms of Article XXXVII Termination, shall apply.
3. Both parties have engaged in meaningful negotiations and shall execute this Agreement upon ratification.

FOR THE VILLAGE OF ISLAND LAKE

**FOR THE INTERNATIONAL UNION
OF OPERATING ENGINEERS, LOCAL
150**

By: _____
Debbie Herrmann, Mayor

By: _____
Deanna M. Distasio, Attorney

Date: _____

Date: _____