

IDOL Posting Date: August____, 2020

Effective September 1, 2020, subject to revision as needed

SECURITY GUARDS

Jurisdiction: **State of IL office space in that area of Chicago bounded by** Roosevelt Road on the South, Lake Michigan on the East, Racine Street on the West, and North Avenue on the North.

<u>Wages:</u>	Security	\$17.50
	Control Room	\$17.90
	Lead Officer	\$19.75

Health and Welfare:

Employer shall contribute \$5.33 per hour up to \$923.87 per month on behalf of each employee who is on active payroll.

Employers' contributions shall be prorated for those months in which employees begin working, cease their employment and/or remain on medical or personal leaves of absence for periods in excess of the following schedule: under one year seniority, no leave; one year to three years' seniority, six months' leave; three years' to five years' seniority, nine months' leave; after five years' seniority, one year leave. For this purpose, "regular full-time employee" shall be one who is normally scheduled to work 120 or more hours within a calendar month. Paid vacations, holidays and funeral leave shall be treated as time worked for this calculation.

Pension:

Employers shall contribute \$52.00 per week for each employee who is regularly scheduled to work thirty (30) or more hours per week and who actually works at least 50% of the employee's scheduled workweek. In the event such employee does not work at least 50% of the employee's scheduled workweek and for employees not scheduled to work thirty hours, the employer shall make contributions at the rate of \$1.30 per hour for all hours actually worked.

Pension fund payments shall be continued for eligible employees when said employees are on medical leave of absence because of illness or disability, substantiated by medical approval, upon the following schedule: under one year seniority, no leave; one year to three years' seniority, six months' leave; three years to five years' seniority, nine months' leave; after five years' seniority, one year leave; personal leave of absence up to a period of ninety (90) days.

Vacation:

1 year worked	- annual vacation of 1 week with pay
2 yrs. worked	- annual vacation of 2 weeks with pay
6 yrs. worked	- annual vacation of 2 weeks and 1 day pay
7 yrs. worked	- annual vacation of 2 weeks and 2 days pay
8 yrs. worked	- annual vacation of 2 weeks and 3 days pay
9 yrs. worked	- annual vacation of 2 weeks and 4 days pay
10 yrs. worked	- annual vacation of 3 weeks with pay
18 yrs. worked	- annual vacation of 4 weeks with pay
25 yrs. worked	- annual vacation of 5 weeks with pay

Holidays & Sick Days:

Subject to reasonable terms and conditions, the following days, or the days on which they are legally observed, shall be observed as holidays for all regular employees who have completed their ninety (90) day probationary periods:

New Year's Day	Veterans Day
Dr. Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Day
Labor Day	

In addition, following completion of their probationary periods regular security employees covered by this Agreement shall receive four (4) personal holidays during each anniversary year of their employment on days mutually acceptable to them and their employers. Personal days may be used for sick time as long as an employee notifies their Employer in accordance with the Employer's policies.