

IDOL Posting Date: August____, 2019

Effective September 1, 2019, subject to revision as needed

SECURITY GUARDS

Jurisdiction: **The Counties of DuPage, Lake, Will, and Cook, IL and Lake County, IN, but excluding employees in commercial office buildings in the 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.**

Wages: Unarmed \$17.00
 Armed \$17.75

Employees who are above these rates shall receive a \$0.15/hour raise above their current rate.

Sergeants, Lieutenants, Captains, Dispatchers and other supervisory personnel shall receive an additional payment per hour in addition to the minimum hourly wage above.

Sergeants \$0.20*
Lieutenants \$0.25*
Captains, Dispatchers
Other Supervisory
Personnel \$0.30*

*Employees who perform production work, clerical work, or any other duty above and beyond those performed as part of the guard's normal duties shall receive twenty-five cents (\$0.25) per hour in addition to their appropriate hourly rate.

Health and Welfare:

Until 12/31/19, full-time and part-time employees who work in the aforesaid counties shall have the opportunity to participate in the health plan(s) offered by the Employer to non-union employees working in said counties, on the same basis and with same employee contributions as offered to employees generally in the covered area. As of 1/1/20, Employer shall contribute \$431.54 per month for covered full-time and part-time employees, provided that this single monthly coverage is payable by the employer only for full-time employees who elect in writing to pay \$75 per month towards the Health & Welfare premium.

New employees may become eligible upon the completion of 90 days of employment.

(Part time employees are those who work six (6) hours or more but less than 32 hours per week.)

Pension/401K:

After reaching the 90th day of employment, the Employer shall contribute \$0.35 per hour to a pension or 401K plan on behalf of each employee.

Vacation:

- 40 hour's vacation with pay after 1 year of service
- 80 hour's vacation with pay after 2 years of service
- 120 hour's vacation with pay after 8 years of service
- 160 hour's vacation with pay after 12 years of service
- 200 hour's vacation with pay after 20 years of service

Employees who work less than 1 year receive prorated vacation.

Employees who work less than eighteen hundred (1,800) hours during their anniversary year shall receive vacation prorated based on the ratio of actual hours worked during the anniversary year to eighteen hundred (1,800) hours.

Sick Pay:

Subject to reasonable terms and conditions, employees shall be entitled to paid sick days according to the following schedule:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>MAXIMUM AMOUNT OF SICK LEAVE EARNED</u>
One (1) year	5 Days
Three (3) years	6 Days
Five (5) years	12 Days