

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**CARROLL COUNTY CIRCUIT CLERK
CARROLL COUNTY, ILLINOIS**

AND

**MID-AMERICA
CARPENTERS REGIONAL COUNCIL**

**CARPENTERS LOCAL UNION NO. 790
United Brotherhood of Carpenters &
Joiners of America**

EFFECTIVE DECEMBER 1, 2024 THROUGH NOVEMBER 30, 2027

PREAMBLE	4
ARTICLE I PURPOSE	4
ARTICLE II - RECOGNITION AND REPRESENTATION	5
ARTICLE II, SECTION 1 RECOGNITION	5
ARTICLE III MANAGEMENT RIGHTS	5
ARTICLE III, SECTION 1 MANAGEMENT RIGHTS	5
ARTICLE III, SECTION 2 LIMITATIONS	5
ARTICLE IV NON-DISCRIMINATION	5
ARTICLE IV, SECTION 1 EQUAL EMPLOYMENT OPPORTUNITY	5
ARTICLE IV, SECTION 2 PROHIBITION AGAINST DISCRIMINATION	6
ARTICLE IV, SECTION 3 UNION MEMBERSHIP OR ACTIVITY	6
ARTICLE V VACANCIES	6
ARTICLE V, SECTION 1 VACANCIES	6
ARTICLE V, SECTION 2 DUES DEDUCTION	6
ARTICLE VI GRIEVANCE PROCEDURE	7
ARTICLE VI, SECTION 1 GRIEVANCE PROCEDURE	7
ARTICLE VI, SECTION 2 GRIEVANCES NOT TIMELY APPEALED	8
ARTICLE VI, SECTION 3 UNION ACCESS WITH NOTIFICATION	8
ARTICLE VI, SECTION 4 UNION STEWARD	8
ARTICLE VI, SECTION 5 NOTIFICATION FOR UNION BUSINESS	8
ARTICLE VI, SECTION 6 PAY WHILE ON UNION BUSINESS	8
ARTICLE VI, SECTION 7 USE OF BULLETIN BOARDS	9
ARTICLE VII NO STRIKE-NO LOCKOUT	9
ARTICLE VII, SECTION 1 STRIKE PROHIBITED	9
ARTICLE VII, SECTION 2 NO LOCKOUT	9
ARTICLE VIII HOURS OF WORK/OVERTIME	9
ARTICLE VIII, SECTION 1 WORK SCHEDULES	9
ARTICLE VIII, SECTION 2 COMPENSATORY TIME	10
ARTICLE VIII, SECTION 3 OVERTIME	10
ARTICLE IX SENIORITY, LAYOFF AND RECALL	10
ARTICLE IX, SECTION 1 DEFINITION OF SENIORITY	10
ARTICLE IX, SECTION 2 PROBATIONARY PERIOD	11
ARTICLE IX, SECTION 3 LAYOFFS	11
ARTICLE IX, SECTION 4 RECALL	11
ARTICLE IX, SECTION 5 TERMINATION OF SENIORITY	12
ARTICLE IX, SECTION 6 NO PYRAMIDING	13
ARTICLE X HOLIDAYS	13
ARTICLE X, SECTION 1 HOLIDAYS OBSERVED	13
ARTICLE X, SECTION 2 ELIGIBILITY REQUIREMENTS	13
ARTICLE X, SECTION 3 HOLIDAY PAY-RATE	13
ARTICLE XI VACATIONS	13
ARTICLE XI, SECTION 1 VACATION LEAVE	13
ARTICLE XI, SECTION 2 VACATION ALLOWANCE AND ELIGIBILITY	14
ARTICLE XI, SECTION 3 VACATION PAY RATE	14
ARTICLE XI, SECTION 4 VACATION SCHEDULE	15
ARTICLE XI, SECTION 5 HOLIDAYS DURING VACATION	15
ARTICLE XI, SECTION 6 VACATION RIGHTS UPON LAYOFF OR TERMINATION	15
ARTICLE XII LEAVE OF ABSENCE	16
ARTICLE XII, SECTION 1 ALLOWANCE	16
ARTICLE XII, SECTION 2 USE OF SICK LEAVE	16
ARTICLE XII, SECTION 3 FUNERAL LEAVE	17
ARTICLE XII, SECTION 4 JURY LEAVE	18
ARTICLE XII, SECTION 5 MILITARY LEAVE	18

ARTICLE XII, SECTION 6 NON-EMPLOYMENT ELSEWHERE.....	18
ARTICLE XII, SECTION 7 SPECIAL LEAVES WITHOUT PAY.....	18
ARTICLE XII, SECTION 8 LEAVE PROCEDURES	18
ARTICLE XIII WAGES	18
ARTICLE XIII, SECTION 1 REFER TO THE ATTACHED ADDENDUM I FOR CURRENT WAGE RATES.....	18
ARTICLE XIII, SECTION 2 MILEAGE COMPENSATION.....	19
ARTICLE XIII, SECTION 3 TRAINING.....	19
ARTICLE XIV INSURANCE AND PENSION	20
ARTICLE XIV, SECTION 1 HEALTH & LIFE INSURANCE	20
ARTICLE XIV, SECTION 2 RIGHT TO MAINTAIN COVERAGE WHILE ON UNPAID LEAVE OR ON LAYOFF.....	20
ARTICLE XIV, SECTION 3 PENSIONS.....	20
ARTICLE XV LEAVE UNDER THE FAMILY MEDICAL LEAVE ACT (FMLA)	20
ARTICLE XV, SECTION 1 YEAR FOR PURPOSE OF DETERMINING LEAVE ENTITLEMENT.....	21
ARTICLE XV, SECTION 2 PAYMENT OF GROUP INSURANCE PREMIUMS DURING LEAVE.....	21
ARTICLE XV, SECTION 3 RATE OF PAY.....	21
ARTICLE XVI GENERAL PROVISIONS	21
ARTICLE XVI, SECTION 1 WORK RULES.....	21
ARTICLE XVII DISCIPLINE AND DISCHARGE	21
ARTICLE XVII, SECTION 1 DISCIPLINE AND DISCHARGE	21
ARTICLE XVII, SECTION 2 LIMITATION.....	22
ARTICLE XVIII PERSONNEL FILES	22
ARTICLE XIX CONFLICT WITH LAW	22
ARTICLE XX MISCELLANEOUS	22
ARTICLE XX, SECTION 1 GENDER OF WORDS	22
ARTICLE XX, SECTION 2 RATIFICATION AND AMENDMENT.....	22
ARTICLE XX, SECTION 3 WAIVER.....	23
ARTICLE XXI SAVINGS CLAUSE	23
ARTICLE XXII DURATION AND TERMINATION	24
ARTICLE XXII, SECTION 1 TERM OF AGREEMENT	24
ARTICLE XXII, SECTION 2 CONTINUING EFFECT.....	24
ARTICLE XXIII WAGE ADDENDUM	25

PREAMBLE

This agreement is made and entered into by and between Carroll County Circuit Clerk (hereinafter referred to as the "Employer"), and the Mid-America Carpenters Regional Council and its affiliated Local #790 (hereinafter collectively referred to as the "Union").

It is the intent and purpose of this Agreement to set forth the parties' entire agreement with respect to the rates of pay, hours of employment, fringe benefits, and other conditions of employment that will be in effect during the term of this Agreement for employees covered by this Agreement; to prevent interruptions of work and interference with the efficient operations of the Employer; to encourage and improve efficiency, productivity and quality of service; and to provide procedures for the prompt and peaceful adjustment of grievances as provided herein.

In consideration of the mutual promises, covenants and agreements contained herein, the parties hereto do mutually covenant and agree as follows:

ARTICLE I PURPOSE

WHEREAS, the purpose of this Agreement is to provide an orderly collective bargaining agreement between the "EMPLOYER", and with "MID-AMERICA CARPENTERS REGIONAL COUNCIL LOCAL NO. 790 "UNION", concerning rates of pay, wages, hours of employment, holidays, vacations, health and welfare and other working conditions to be observed by them and the employees covered hereby and to establish an equitable and peaceful procedure for the resolution of differences without interruption of work or interference with the efficient operation of the Employer.

WHEREAS, the parties recognize the constitutional statutory and inherent power of the Judicial Branch of government and agree that no provisions of this agreement may be interpreted or enforced in such a manner as to interfere with the constitutional, statutory, and inherent powers of the Judicial Branch and

WHEREAS, the parties recognize the central role of the EMPLOYER is assuring compliance with the laws and the Constitution of the State of Illinois, and the United States Constitution, and

WHEREAS, the parties recognize the vital and necessary role of the employees in caring out the day to day work of the Judicial System, and

WHEREAS, the parties recognize that the users of the Court's services demand and have a Constitutional right to the prompt and efficient adjudication of complaints and disputes and insist upon the fullest protection of common law, statutory civil and constitutional rights;

NOW THEREFORE, in consideration of the mutual promises and agreement herein contained, the parties do mutually covenant and agree as follows:

ARTICLE II - RECOGNITION AND REPRESENTATION

ARTICLE II, SECTION 1 RECOGNITION

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for all regular full time employees and regular part time Employees employed by the Circuit Clerk in the Carroll County Circuit Clerk's office in the following job classifications: Deputy Clerk. Excluded from the bargaining unit are all other employees, including, but not limited to all managerial, supervisory, and confidential, employees, as defined by the Illinois Public Labor Relations Act (as it existed as of the date of certification).

ARTICLE III MANAGEMENT RIGHTS

ARTICLE III, SECTION 1 MANAGEMENT RIGHTS

Subject to the provisions of this Agreement the management of the operations of the Employer, the determination of its policies, budget, and operations, the manner of exercise of its statutory functions and the direction of its work force, including, but not limited to, the right to hire, promote, demote, transfer, allocate, assign and direct employees; to discipline, suspend and discharge for just cause; to relieve employees from duty because of lack of work; to make and enforce reasonable rules of conduct and regulations; to determine the departments, divisions and sections and work to be performed therein; to determine quality; to determine the number of hours of work and shifts per work week, if any, to establish and change work schedules and assignments, the right to introduce new methods of operations, to eliminate relocate, transfer or subcontract work and to maintain efficiency in the Carroll County court facility is vested exclusively in the Employer, provided the exercise of such rights by the Employer does not conflict with the express provisions of this Agreement which is subject to the grievance procedure.

ARTICLE III, SECTION 2 LIMITATIONS

Moreover, it is agreed and understood by the parties herein, that management and/or non-bargaining unit employees will not perform work which has been historically performed by bargaining unit employees, past practice to continue, except in cases of emergency and/or until after a reasonable effort has been made to utilize bargaining unit employees in the completion of the tasks, however, the parties agree that the utilization by the Employer of management and/or non-bargaining unit employees in the aforementioned circumstances will not be instigated by the employer for the sole objective of circumventing the overtime provisions contained herein and/or displacing bargaining unit employees.

ARTICLE IV NON-DISCRIMINATION

ARTICLE IV, SECTION 1 EQUAL EMPLOYMENT OPPORTUNITY

The Employer will continue to provide equal employment opportunity for all employees, and develop and apply equal employment practices.

ARTICLE IV, SECTION 2 PROHIBITION AGAINST DISCRIMINATION

Both the Employer and the Union agree not to illegally discriminate against any employee on the basis of race, sex, creed, religion, color, marital or parental status, age, national origin, disability, political affiliation and/or beliefs, or sexual orientation. Claims of discrimination shall be resolved through the appropriate state and federal agencies and courts and shall not be processed through the grievance procedure.

ARTICLE IV, SECTION 3 UNION MEMBERSHIP OR ACTIVITY

Neither the Employer nor the Union shall interfere with the rights of employees covered by the Agreement to become or not become members of the Union, and there shall be no discrimination against any such employees because of lawful Union membership or non-membership activity or status.

ARTICLE V VACANCIES

ARTICLE V, SECTION 1 VACANCIES

When the Employer determines there is a vacancy in the bargaining unit that it will fill, a notice of the vacancy will be posted in the Carroll County Circuit Clerks office for at least two (2) calendar days. Applications from current members of the bargaining unit, including those on layoff from a Circuit Clerk's Office, who apply for the vacancy will be given first consideration ahead of other applicants for the vacancy; nothing in this Section, however is intended to limit the ability of the Circuit Clerk to seek and select the most qualified candidate for the vacancy, and the Circuit Clerk's judgment in this regard may not be challenged or set aside unless it is shown to be arbitrary and capricious. If a bargaining unit member is selected for the vacancy, she shall be subject to a twenty-one (21) day trial period, during which time she may be returned to her original position if her new supervisor is dissatisfied with her work performance, abilities, skills, attitude or aptitude for the work. If an employee on layoff from a Circuit Clerk's Office is selected to fill the vacancy, they shall be removed from the recall list if they successfully pass the twenty one (21) day trial period.

ARTICLE V, SECTION 2 DUES DEDUCTION

The Employer shall deduct from each paycheck and forward to the Union monthly a specified amount of dues for those employees signing a dues authorization card. The form will be provided by the Union. The Union shall indemnify, defend, and hold the Employer harmless against any claim, demand, suit, or liability arising from any actions taken by the Employer in compliance with this section.

The Union shall provide to the Employer satisfactory proof of employee dues authorization and the amount of local membership dues. The Union shall advise the Employer of any change(s) in the amount of dues, in writing, at least fifteen (15) calendar days prior to the effective date of said changes(s).

ARTICLE VI GRIEVANCE PROCEDURE

ARTICLE VI, SECTION 1 GRIEVANCE PROCEDURE

Should a difference arise between the Employer and its Employees or between the Employer and the Union as to the meaning or application of this Agreement, it shall be settled in accordance with the Grievance Procedure as set forth below:

Step 1. Any employee having a grievance shall first raise the matter with the Circuit Clerk. If it is not settled at that time, the grievance shall be reduced to writing, signed by the grieved employee and submitted to the Circuit Clerk. The written grievance must indicate the specific facts giving rise to the grievance and the Article and section of the Agreement allegedly violated by the Employer. Any grievance not submitted in writing to the Circuit Clerk within five (5) working days of the date of the occurrence giving rise to the grievance shall be considered automatically closed. The Circuit Clerk shall respond in writing within ten (10) working days of the date the grievance was submitted.

Step 2. If the grievance is not settled in Step 1 and the Union wishes to appeal the grievance from Step 1 of the grievance procedure, the Union may refer the grievance to arbitration, as described below, within fourteen (14) calendar days of receipt of the Employer's written answer as provided to the Union at Step 1 or with seven (7) calendar days of when the Employer's answer in Step 1 was due:

- a. *The parties shall attempt to agree upon an arbitrator within seven (7) calendar days after receipt of the notice of referral. In the event the parties are unable to agree upon the arbitrator within said seven (7) day period, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a panel of seven (7) arbitrators who are all members of the National Academy of Arbitrators and who reside in Illinois, Iowa, or Wisconsin. Any fee for requesting such panel shall be paid by the party requesting arbitration. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Both the Employer and the Union shall have the right to alternatively strike three (3) names from the panel with the party requesting arbitration, striking one name first, the other party then striking one name, and so on until one name remains. The person remaining shall be the arbitrator.*
- b. *The arbitrator shall be notified of his/her selection and shall be requested to set a time and place for the hearing, subject to the availability of Union and Employer representatives.*
- c. *The Employer and the Union shall have the right to request the arbitrator to require the presence of witnesses or documents. The Employer and the Union retain the right to employ legal counsel.*
- d. *The arbitrator shall submit his/her decision in writing within thirty (30) calendar days following the close of the hearing or the submission of briefs by the parties, whichever is later.*
- e. *More than one grievance may be submitted to the same arbitrator only where both parties mutually agree to do so in writing.*
- f. *The fees and expenses of the arbitrator and the cost of a written transcript, if any, shall be divided equally between the Employer and the Union; provided, however, that each party shall be responsible for compensating its own representatives and witnesses.*

- g. *The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provisions of this Agreement. The arbitrator shall be empowered to determine the issue raised by the grievance as submitted in writing in Step 1. The arbitrator shall have no authority to make a decision on any issue not so submitted or raised. The arbitrator shall be without power to make any decision or award which is contrary to or inconsistent with, in any way, applicable laws, or of rules and regulations of administrative bodies that have the force and effect of law. The arbitrator shall not in any way limit or interfere with the power, duties and responsibilities of the Employer under law and applicable court decisions. Any decision or award of the arbitrator rendered within the limitations of section G shall be final and binding upon the Employer, Union and Union employees covered by this agreement.*

ARTICLE VI, SECTION 2 GRIEVANCES NOT TIMELY APPEALED

Any grievance not appealed from a decision in Step 1 in the above procedure and taken to Step 2 shall be considered settled on the basis of the last answer and not subject to further review.

ARTICLE VI, SECTION 3 UNION ACCESS WITH NOTIFICATION

A representative of the Union shall have reasonable access to the employer for the purpose of conferring with the employer and/or employees and for the purpose of administering this Agreement. When the Union representative enters the Circuit Clerk's office for this purpose, he or she shall first advise the Supervisor of the office or his or her designee, prior to contacting other employees. Such visits shall not unreasonably interfere with the operation of the Employer and whenever possible, such visits shall take place during employee breaks, lunches or non-working hours.

ARTICLE VI, SECTION 4 UNION STEWARD

The Employer recognizes the right of the Union to designate a steward and one (1) alternate steward. The Employer shall not be required to recognize any steward or alternate steward unless and until the Union notifies the employer of the names and date of appointment of such steward and alternate in writing over the signature of the appropriate official of the Union.

ARTICLE VI, SECTION 5 NOTIFICATION FOR UNION BUSINESS

An employee will notify the supervisor before leaving their work area to confer with the Steward. Likewise, the Steward will notify the supervisor before leaving their work area for the purpose of conducting Union business. This business will be conducted when the Union Steward and the Supervisor have mutually agreed on a time. Whenever possible, such business shall take place during employee breaks, lunches, or non working hours.

ARTICLE VI, SECTION 6 PAY WHILE ON UNION BUSINESS

Any member of the Union who loses time during scheduled working hours for the purpose of handling grievances under this agreement shall be compensated for such time. The Employer will not compensate for over seven hours pay unless the conference is called by the Employer.

ARTICLE VI, SECTION 7 USE OF BULLETIN BOARDS

The Union hereby agrees to secure permission from the Employer before posting any bulletin or notice on the Employer bulletin boards. The Union may not post material that is obscene or politically partisan.

ARTICLE VII NO STRIKE-NO LOCKOUT

ARTICLE VII, SECTION 1 STRIKE PROHIBITED

No employee shall engage in any strike, sit-in, slowdown, cessation or stoppage or interruption of work, boycott, or other interference with the operations of the Employer during the term of this Agreement.

The Union and its Representatives will encourage employees to return to work if this section is violated.

ARTICLE VII, SECTION 2 NO LOCKOUT

The Employer agrees that it will not lock out employees during the term of this agreement.

ARTICLE VIII HOURS OF WORK/OVERTIME

ARTICLE VIII, SECTION 1 WORK SCHEDULES

- a) The Work Week: The workweek for payroll purposes begins at 12:00 a.m. on Sunday and continues through 12:00 midnight on Saturday. The normal regular workweek shall consist of five (5) consecutive days, Monday through Friday, and the normal regular workday shall be from 8:30 a.m. through 4:30 P.M. constituting a thirty five (35) hour work week. The Employer may start Employee(s) at 8:00 a.m. through 4:00 p.m. if so desired.
- b) Break Periods: Employees shall receive two (2) fifteen-minute break periods during each day. These breaks are to be taken at times designated by the Employer. Employees may not leave the Courthouse during said break periods.
- c) Lunch Periods: Employees will be granted a one (1) hour unpaid lunch period during their assigned work time. All lunch periods will be taken at times designated by the Employer. The Employer may require employees to spend at least thirty (30) minutes of the employees lunch period away from their desk.
- d) Work Schedules: Comp time will be calculated on the basis of five (5) minute intervals such that departures between 4:31 and 4:34 will be deemed to be to 4:30 etc.

ARTICLE VIII, SECTION 2 COMPENSATORY TIME

In situations where the employee's supervisor determines it to be in the interest of the County, or when requested by the employee and agreed to by her supervisor, the County shall grant compensatory (comp) time off in lieu of overtime payment at the applicable rate. Compensatory time shall be added to an employee's comp time bank at straight-time or time and one-half rates, as applicable at the time the comp time is added to the bank (as a result, the employee will realize any overtime premium as comp time hours are used or paid out from their comp time bank on an hour-for-hour basis).

Compensatory time-off shall be taken at such time and in such time blocks as are established or agreed to by the employee's supervisor. No more than sixty (60) hours of compensatory time may be accumulated by an employee at any one time, and no more than thirty five (35) hours may be carried over by an employee into the next fiscal year. Any compensatory time balances in an employee's compensatory time account in excess of thirty five (35) hours shall be paid off on the final payroll at the end of the fiscal year. The employee's compensatory time account will be reduced by one hour for each hour paid.

ARTICLE VIII, SECTION 3 OVERTIME

Employees shall be compensated at the rate of one and one-half (1 ½) times their regular hourly rate of pay, or compensatory time, for time worked in excess of forty (40) hours per workweek (workweek=12:00 a.m. on Sunday and continues through 12:00 midnight of the following Saturday).

ARTICLE IX SENIORITY, LAYOFF AND RECALL

ARTICLE IX, SECTION 1 DEFINITION OF SENIORITY

Seniority shall be based on the length of time from the last date of beginning continuous full-time employment in any position covered by this Agreement, less adjustments for layoff, unauthorized absences or approved leaves of absence without pay. Seniority shall accumulate during all authorized paid leaves of absence. Seniority shall not accumulate during lay offs, unauthorized absences, or authorized unpaid leaves of absence, except as required by law. Conflicts of seniority shall be determined on the basis of the alphabetical order of employees' last names.

ARTICLE IX, SECTION 2 PROBATIONARY PERIOD

All new employees and those hired after loss of seniority shall be considered probationary employees until they complete a probationary period of six (6) months of work. Time absent from duty or not served for any reason shall not apply toward satisfaction of the probationary period. The employee may be disciplined, suspended, laid off, demoted, transferred or terminated without cause at the sole discretion of the Employer. No grievance shall be presented or entertained in connection with the discipline, suspension, layoff, demotion, transfer or termination of a probationary employee. There shall be no seniority among probationary employees. Upon successful completion of the probationary period, an employee shall acquire seniority which shall be retroactive to the Employee's last date of hire with the Employer in a position covered by this Agreement.

ARTICLE IX, SECTION 3 LAYOFFS

The Employer, in its discretion, shall determine whether a layoff of an employee or employees within a position classification is necessary. If the Employer determines that layoffs are necessary, then the least senior employee in the Circuit Clerk's Office and position classification to be reduced shall be laid off first, provided that the remaining employees in the Office are involved are qualified to do the remaining work without further training.

ARTICLE IX, SECTION 4 RECALL

Non—probationary employees who are laid off shall be placed on a recall list for a maximum period of one (1) year following the date of layoff. If there is a recall, employees who are still on the recall list shall be recalled, in the inverse order of their layoff, provided they are presently qualified to perform the work in the job classification to which they are recalled without further training. An employee may only be recalled to a job classification in the Circuit Clerk's Office from which they were laid off.

Employees who are eligible for recall shall be given ten (10) calendar days' notice of recall (with the first of the ten (10) days being the date the notice to the employee is postmarked). The notice of recall shall be sent to the employee by certified mail with a copy similarly mailed or personally delivered to a designated representative of the Union, provided that the employee must notify the Employer (as specified in the notice of recall) of her intention to return to work within three (3) calendar days after receiving notice of recall. This three-day response deadline is simply the deadline for an employee to respond to the Circuit Clerk that they intend to return to work; it is not the actual return to work date. The contemplated return to work date will be specified in the notice of recall, and will make reasonable allowances for a laid-off employee's need to give notice to another employer and make child care arrangements before returning to duty with the Circuit Clerk. The Circuit Clerk shall be deemed to have fulfilled its obligations by mailing the recall notice by certified mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of each employee to provide the Circuit Clerk with her latest mailing address. If an employee fails to timely respond to a recall notice their name shall be removed from the recall list. If the Employer has not heard from the employee within ten (10) calendar days of mailing a properly addressed notice of recall, the employee's name shall be removed from the recall list.

ARTICLE IX, SECTION 5 TERMINATION OF SENIORITY

Seniority and the employment relationship shall be terminated for all purposes if the employee:

- a) Employee quits;
- b) Is discharged for just cause (probationary employees without cause);
- c) Retires or is retired;
- d) Falsifies the reason for a leave of absence or is found to be working during a leave of absence (unless such work is permitted secondary employment, the pursuit of which is not inconsistent with the reason for the leave, or is otherwise specifically approved in advance by the Circuit Clerk in connection with granting the leave);
- e) Falsified their employment application;
- f) Fails to report to work on the first scheduled work day following the conclusion of an authorized leave of absence, layoff or vacation, except for good cause shown due to circumstances beyond the control of the employee;
- g) If laid off and fails to notify the Employer of intention to return to work within three (3) calendar days after receipt of the Employer's notice of recall or to report for work at the time prescribed in the notice of recall or otherwise does not timely respond to a notice or recall as provided in ARTICLE IX, SECTION 4 of this Agreement;
- h) Is laid off or otherwise does not perform bargaining unit work for a period in excess of one year or the length of the employee's seniority, whichever is less (except for military leave as provided by law); or

- i) Is absent for three (3) consecutive working days without notification to or authorization from the Circuit Clerk.

ARTICLE IX, SECTION 6 NO PYRAMIDING

Compensation shall not be paid or compensatory time taken more than once for the same hours under any provision of this Article or this Agreement. There shall be no pyramiding of overtime or premium compensation rates.

ARTICLE X HOLIDAYS

ARTICLE X, SECTION 1 HOLIDAYS OBSERVED

All employees with more than ninety calendar (90) days of employment shall receive paid holidays annually as set forth by the administrative order of the Chief Judge of the Fifteenth Judicial Circuit (with a minimum of thirteen (13) holidays per calendar year).

ARTICLE X, SECTION 2 ELIGIBILITY REQUIREMENTS

To be eligible for holiday pay, an employee must have completed ninety (90) calendar days of employment and must have worked the last scheduled work day before the holiday and the first scheduled work day after the holiday (in addition to the holiday when required), unless the employee is on approved paid leave of absence or FMLA.

ARTICLE X, SECTION 3 HOLIDAY PAY-RATE

For each designated holiday an eligible employee will receive their regular day's pay at their regular straight-time hourly rate as holiday pay. In addition, if an employee works on a holiday, the employee shall receive pay for all hours actually worked, at one and one-half (1 ½) times their regular hourly rate of pay.

ARTICLE XI VACATIONS

ARTICLE XI, SECTION 1 VACATION LEAVE

All employees covered by this agreement shall be entitled to accumulate vacation time in accordance with the following schedule:

Years of Continuous Service	Vacation Days Earned
1 year through 4 years, inclusive	10 days
5 years through 9 years, inclusive	13 days
10 years through 14 years, inclusive	15 days
15 years or more	20 days

ARTICLE XI, SECTION 2 VACATION ALLOWANCE AND ELIGIBILITY

Every employee shall be eligible to take paid vacation time after the completion of one (1) year of continuous full time employment with the County in a position covered by this agreement. Employees will be advanced thirty-five (35) hours of the seventy (70) hours not yet earned for completing one year of service, subject to employee reimbursement (amount withheld from last paycheck) should the employee not work the hours required to accrue thirty-five (35) hours. Employees shall start to earn vacation allowance from their date of hire. Vacation allowances shall be earned monthly, based on the following schedule. When reaching an anniversary date that triggers a higher accrual rate, the higher rate shall begin to accrue in the first full month following the anniversary date.

Employees shall earn vacation allowances for any month in which they receive compensation for more than one hundred twenty (120) hours of work. For purposes of this Section only, vacations, holidays, comp time, jury leave, sick leave, funeral leave and FMLA leave shall be considered "hours of work", in addition to actual work time; no other paid or unpaid absence from duty shall be counted as "hours of work".

Vacation time will be earned at the following rates:

- a. Personnel with one (1) through four (4) years of credited service will accrue ten (10) working days or seventy (70) hours per year at the rate of five (5) hours and fifty (50) minutes per month.
- b. Personnel with five (5) through nine (9) years of credited service will accrue thirteen (13) working days or ninety one (91) hours per year at the rate of seven (7) hours and thirty five minutes per month.
- c. Personnel with ten (10) through fourteen (14) years of credited service will accrue fifteen (15) working days or one hundred five (105) hours per year at the rate of eight (8) hours and forty five (45) minutes per month.
- d. Personnel with fifteen (15) or more years of credited service will accrue twenty (20) working days or one hundred forty (140) hours per year at the rate of eleven (11) hours and forty (40) minutes per month.

ARTICLE XI, SECTION 3 VACATION PAY RATE

The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job classification on the pay day immediately preceding the employees vacation.

ARTICLE XI, SECTION 4 VACATION SCHEDULE

The scheduling of all vacation time must be approved in writing by the Circuit Clerk who will respond within five (5) business days to requests for vacation, comp time or scheduled sick leave. If the Circuit Clerk is absent for any reason such five (5) day period will be put on hiatus until the Circuit Clerk returns. Employees may take vacation in hourly increments. Employees will not be allowed to take vacation hours they have not earned (in other words, they may not run a negative balance of vacation hours). After completion on one (1) year of service, an employee will only be allowed to carry over one (1) week or thirty five (35) hours of vacation into the next calendar year. All vacation hours accrued in excess of thirty five (35) hours and not taken by 12:00 (midnight), November 30th of each year will be forfeited. Records of vacation time earned, taken, and forfeited shall be maintained by the Employer.

Vacations shall be scheduled in each office by seniority. Employees desiring to schedule more than five (5) days of vacation must submit the request in writing at least seven (7) calendar days in advance to their supervisor. Employees desiring to schedule more than one (1) day, but less than five (5) days must submit the request in writing at least twenty four (24) hours in advance. The final right to designate, and approve vacation periods and to determine the maximum number of employee(s) in any given office who may be on vacation at any one time is exclusively reserved by the Circuit Clerk in order to ensure the orderly performance of the services provided by the Employer.

Pursuant to Section 15(n) of P.A. 102-1143, the Paid Leave for All Workers Act (the "Act"), the Union and Employer hereby agree to waive the requirements of the Act. By agreeing to waive the requirements of the Act, the Union and Employer understand and agree that the Union is waiving its right to paid time off in accordance with the Act, and the Employer is waiving its obligation to provide paid time off in accordance with the Act. Instead of adhering to the requirements of the Act, the Union and Employer agree to abide by the paid time off provisions negotiated in this collective bargaining agreement, which the Union and Employer agree are more generous than those provided by the Act.

ARTICLE XI, SECTION 5 HOLIDAYS DURING VACATION

When a holiday falls during the period when an employee is on an approved vacation leave, such holiday will be paid as holiday leave; the employee's vacation leave will not be charged for the holiday.

ARTICLE XI, SECTION 6 VACATION RIGHTS UPON LAYOFF OR TERMINATION

An employee who is laid off for more than ten (10) working days (upon the employee's written election), or who retires, dies, or voluntarily quits prior to taking earned vacation, shall be compensated for the unused vacation the employee has accumulated but not used at the time of separation, provided the employee gives at least two (2) weeks advance notice in writing in the event of retirement or resignation. Payment shall be made on the next regularly scheduled payroll that is at least seven (7) calendar days after the employee's separation from active employment.

ARTICLE XII LEAVE OF ABSENCE

ARTICLE XII, SECTION 1 ALLOWANCE

It is the policy of the Employer to provide protection for its covered, full-time employees against loss of income because of illness. All eligible employees are encouraged to save as much leave as possible to meet serious illness situations. Leave is not intended for one-day vacations or to extend vacation periods or holidays. Employees not using any sick leave during a calendar year will receive one (1) additional personal day per annum, which shall not be carried over and must be used the year following the year earned. There shall be two (2) personal days per year to use during the year with no carry over or accumulation. Twenty-four (24) hour notice shall be required in writing for prior approval unless otherwise authorized. Personal days are to be used for personal reasons, not for extended vacation, same as sick leaves and both may be taken in hourly increments.

ARTICLE XII, SECTION 2 USE OF SICK LEAVE

Sick leave may be taken for:

- a) In 1.0 hour increments. In a verifiable emergency (for example, to go to a hospital because a child has just been in an accident) sick leave may be used in less than a one (1) hour increment.
- b) Personal illness or disability;
- c) For the illness of an immediate family member who requires the employee's personal care and attention, which will be limited to three (3) successive days unless more is granted by the Employer.
- d) The definition of immediate family shall be defined in ARTICLE XII, SECTION 3 , notwithstanding the above, no more than three (3) days sick leave per year may be used for all persons not living with the employee.
- e) Enforced quarantine.
- f) Accumulated sick leave may be taken as a result of pregnancy and child birth or in the case of adoption. The normal amount of sick leave taken in such instances will be six (6) weeks, however, this period of time may be extended on advice of the attending physician or with the approval of the department head.
- g) On-the-job injuries. Any employee who sustains injury on the job shall have the option to use sick leave and/or vacation time, thereby extending his period of entitlement to full pay.

Sick Leave will be granted pursuant to the following:

- a) Employees covered by the terms of this Agreement, and Employees with more than six (6) months employment, shall be entitled to twelve (12) days leave per year accruing at one (1) seven (7) hour day per month during the calendar year which cannot be taken until earned. All accrued sick leave shall be carried over into Employees banked hours.

- b) If the allowable period of twelve (12) days leave for the first year is not used, the unused portion shall be accumulated and shall be available to the employee in the second year, in addition to the twelve (12) days leave to which the employee would be entitled the second year, and unused leave allowable during the second year, plus any carryover from the first year shall be available to the employee in the third year, and, in a like manner, unused leave shall be accumulated until retirement from employment, and shall accumulate all days . When an employee retires, they shall be entitled to convert accumulated sick leave up to the maximum allowable by law to credit toward the Illinois Municipal Retirement Fund (IMRF).
- c) Employees shall be entitled to receive pay for leave for a period of two (2) successive days without submitting a physician's certificate attesting to the illness, but such certificate must be submitted before leave pay can be claimed for any period in excess of two (2) successive days.
- d) The Treasurer/Collector, Chief Deputy Assessor, or Recorder/Clerk (whichever appropriate under the circumstances) shall furnish the Clerk, the County Board Chairman, County Board Finance Committee, the Employee and the Union annually a list of all employees with a designation of unused leave days for the preceding fiscal year, the foregoing report shall be filed during December of each year and covering the preceding year for the period from December 1st to November 30th on forms to be furnished by the Clerk.

ARTICLE XII, SECTION 3 FUNERAL LEAVE

In the event of a death in a covered employee's immediate family or covered employee's significant other, the employee will be allowed a leave of absence. Employees will be allowed up to five (5) days leave with pay, at straight time, for time actually lost. Immediate family members are defined as including the employee's children (including step and guardian), parent (including step), spouse, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandchildren, and grandparents. Significant other means that a relationship exists between two (2) people, neither of whom is married, that is intended to remain indefinitely and where there is joint responsibility for each other's common welfare, there are significant shared financial obligations, and there is a shared primary residence. This relationship must have existed for at least six (6) months before benefits under this Article may be provided.

ARTICLE XII, SECTION 4 JURY LEAVE

Any employee who is required to report for jury duty shall be excused from work without loss of regular straight-time pay for the days or portions thereof on which the employee must be present for such jury service and on which the employee would otherwise have been regularly scheduled to work. The employee shall submit a certificate evidencing that they appeared or served as a juror. To receive compensation from the Employer for such jury duty, the employee shall sign over to the Employer all compensation they receive for serving as a juror, except for compensation specifically designated as reimbursement for travel expenses (unless serving as a juror at the Carroll County Courthouse, in which case the travel reimbursement shall also be signed over to the Employer). An employee shall report to work during any part of a scheduled work day when they are not required to be in court for jury duty.

ARTICLE XII, SECTION 5 MILITARY LEAVE

Military leave shall be granted in accordance with the applicable law.

ARTICLE XII, SECTION 6 NON-EMPLOYMENT ELSEWHERE

A leave of absence will not be granted to enable an employee to try for or accept employment elsewhere or for self-employment. Any employee who engages in employment elsewhere (including self-employment) while on any leave of absence may be immediately terminated by the Employer (unless such work is permitted secondary employment, the pursuit of which is not inconsistent with the reason for the leave, or is otherwise specifically approved in advance by the Circuit Clerk in connection with granting the leave).

ARTICLE XII, SECTION 7 SPECIAL LEAVES WITHOUT PAY

An employee may, upon written request to the Circuit Clerk, be granted at the Employer's sole discretion a special unpaid leave of absence under such terms and conditions as the Employer may establish after employee(s) have used all sick, personal and vacation leave available to them.

ARTICLE XII, SECTION 8 LEAVE PROCEDURES

No employee will be permitted to take a leave if it has not yet been earned. Leave shall be paid at full pay at the current rate of compensation.

Notice of an employee's desire to return to work after an extended illness must be given to the Circuit Clerk no less than twenty four (24) hours in advance.

An employee shall be paid leave equivalent to the normally scheduled straight time day.

ARTICLE XIII WAGES

ARTICLE XIII, SECTION 1 REFER TO THE ATTACHED ADDENDUM I FOR CURRENT WAGE RATES

The following wage increase for the Carroll County Circuit Clerk Employees, shall be based on a thirty five (35) hour week:

Effective December 1, 2024, all Employees hired prior to December 1, 2024 shall receive three percent (3%) increase to their base wage. After the three percent (3%) increase to their base wage, all Employees shall receive a one-time adjustment of three thousand dollars (\$3,000.00) to their base wage. Effective December 1, 2025, all Employees shall receive a three percent (3%) increase to their base wage. Effective December 1, 2026, all Employees shall receive a three percent (3%) increase to their base wage.

New hires starting hourly rate December 1, 2024 shall be \$16.83 per hour. New hires starting hourly rate December 1, 2025, shall be \$17.33. New hires starting hourly rate December 1, 2026, shall be \$17.85.

The Employer may at its discretion hire a new employee above the starting rate of pay based on the new Employees previous experience.

ARTICLE XIII, SECTION 2 MILEAGE COMPENSATION

Employees shall be reimbursed at the appropriate IRS rate for all miles traveled when the employer requires such travel.

ARTICLE XIII, SECTION 3 TRAINING

It is agreed by the UNION and the EMPLOYER that additional job training is sometimes necessary to continue and upgrade the employee's skills. Reimbursement in full will be made to regular, full time employees for courses or training that are job related and consistent with ability, potential and in the field of interest to the EMPLOYER.

Courses must be approved in writing in advance by the Employer. Courses must be reasonably applicable to the work the employee performs, or that the employee might be reasonably expected to be qualified to do and that the Employer will derive some benefit from.

ARTICLE XIV INSURANCE AND PENSION

ARTICLE XIV, SECTION 1 HEALTH & LIFE INSURANCE

The employer shall provide health and life insurance for each employee covered by this collective bargaining agreement pursuant to the Agreement and Declarations of Trust of the Heartland Healthcare Fund, and any present or future amendments thereto. The Employer agrees to contribute on behalf of each employee covered by this Agreement up to \$338.75 per month for coverage for each respective employee. In the event the monthly premium rises above \$338.75, the Employer shall pay eighty percent (80%) above this amount and the employee shall be responsible via payroll deduction for twenty percent (20%). The Employer shall not have any responsibilities as to the administration of any claims other than timely making the monthly premium payments to the Heartland Healthcare Fund. The Union shall provide the Employer with an address for where premium payments are to be submitted. Employees may choose to participate in a health insurance plan as provided by the County which is separate from the Heartland Healthcare Fund. The Employer will contribute \$338.75 per month to any employee choosing the County's health insurance plan. In the event the monthly premium rises above \$338.75, the Employer shall pay eighty percent (80%) above this amount and the employee shall be responsible via payroll deduction for twenty percent (20%).

An employee may choose the selection of the stated healthcare providers once a year on or before June 30 of each year and an employee healthcare provider selection form must be retained on file by the Employer and the Union.

ARTICLE XIV, SECTION 2 RIGHT TO MAINTAIN COVERAGE WHILE ON UNPAID LEAVE OR ON LAYOFF

An employee who is on an approved unpaid leave of absence or who is on layoff with recall rights shall have the right to maintain insurance coverage by paying monthly in advance the full applicable monthly premium for employee coverage and, if desired, for dependent coverage. If the employee fails to timely pay such insurance premium payments, insurance coverage shall terminate for failure to pay.

ARTICLE XIV, SECTION 3 PENSIONS

All employees covered by this Agreement who are eligible shall participate in and be covered by the Illinois Municipal Retirement Fund (IMRF), and said eligible employees and the Circuit Clerk shall contribute to the IMRF as required by State Statute.

ARTICLE XV LEAVE UNDER THE FAMILY MEDICAL LEAVE ACT (FMLA)

An employee who has been employed by the Employer for twelve (12) months and who has completed one thousand two hundred fifty (1,250) hours of work during the twelve (12) month period immediately preceding the commencement of a leave of absence will be entitled to leave under the Family & Medical Leave Act (FMLA) in accordance with its provisions.

ARTICLE XV, SECTION 1 YEAR FOR PURPOSE OF DETERMINING LEAVE ENTITLEMENT

For purposes of determining an employee's leave entitlement under this Article and the FMLA, a rolling twelve (12) month period measured backward from the date an employee uses any FMLA leave shall be the applicable measuring period.

ARTICLE XV, SECTION 2 PAYMENT OF GROUP INSURANCE PREMIUMS DURING LEAVE

Each employee on a leave issued under the FMLA shall remain responsible for paying the employee share of the premium for the insurance coverage elected by the employee upon expiration of their "FMLA leave" status. (While on "FMLA leave" status, the employee's share of the premium cost shall continue to be paid pursuant to the program as though they were on active duty status.) Such payment by the employee for their insurance premium shall be directly submitted to the employer, not later than the employee's normal payday, and shall be in the amount of premium owed by the employee. If the employee fails to timely pay such insurance premium payments, insurance coverage shall terminate for failure to pay.

ARTICLE XV, SECTION 3 RATE OF PAY

For any paid leave taken by the employee, regardless of the type, the employee shall be compensated at their regular rate of pay at the time leave is taken and shall not be eligible for any pay increases experienced by the employees during that leave period. Any pay increase experienced by the employee shall be issued upon their return to active duty status.

ARTICLE XVI GENERAL PROVISIONS

ARTICLE XVI, SECTION 1 WORK RULES

The Employer may adopt, change or modify work rules and regulations. Whenever the Employer changes work rules and regulations or issues new work rules and regulations, the Union representative shall be given five (5) working days prior notice, absent emergency circumstances, before the effective date of such and shall be afforded an opportunity to meet and discuss such changes with the Employer.

ARTICLE XVII DISCIPLINE AND DISCHARGE

ARTICLE XVII, SECTION 1 DISCIPLINE AND DISCHARGE

The Employer shall have the right to discharge, suspend and/or discipline for just cause. The parties recognize the principles of progressive and corrective discipline.

Disciplinary action or measures shall include only the following (All reprimands to be given in writing):

Oral reprimand
Written reprimand
One (1) Day Suspension
Three (3) Day Suspension

Discharge

Disciplinary action may be imposed upon an employee only for just cause. Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the regular grievance procedure.

If the Employer has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before employees or the public.

ARTICLE XVII, SECTION 2 LIMITATION

The Employer's agreement to use progressive and corrective disciplinary action does not prohibit the Employer in any case from imposing discipline that is commensurate with the severity of the offense. The Employer shall notify both the employee and Union of disciplinary action. Such notification shall be in writing and shall reflect the specific nature of the offense.

Discipline herein provided shall not remain in effect for a period of more than twenty (20) months from the date of said discipline.

ARTICLE XVIII PERSONNEL FILES

An employee's personnel file shall be made available for inspection by the employee or a designated representative thereof upon written request by the employee. All requests for file inspection shall be governed by the Illinois Employee Access to the Personnel Records Act, as amended, 820 ILCS 40/1. An employee involved in a pending grievance may designate in writing a Union representative to inspect her personnel file pursuant to the terms of the Illinois Employee Access to Personnel Records Act.

ARTICLE XIX CONFLICT WITH LAW

If any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any existing or subsequently enacted Federal or State legislation, or by Executive Order or other competent authority, the remaining provisions of this Agreement shall remain in full force and effect. In such event, the parties agree to meet to resolve such unlawful, invalid or unenforceable issues.

ARTICLE XX MISCELLANEOUS

ARTICLE XX, SECTION 1 GENDER OF WORDS

The feminine gender as used herein shall be deemed to include the masculine gender, unless the masculine gender is clearly inappropriate in the context of the provisions(s) concerned.

ARTICLE XX, SECTION 2 RATIFICATION AND AMENDMENT

This agreement shall become effective when ratified by the Union and the Circuit Clerk and approved and signed by authorized representatives thereof, and may be amended or modified during its term only with mutual written consent of all parties.

699 **ARTICLE XX, SECTION 3 WAIVER**

700 The parties acknowledge that during the negotiations which resulted in this
701 Agreement, each had the unlimited right and opportunity to make demands and
702 proposals with respect to any subject or matter within the area of collective
703 bargaining, and that the understandings and agreements arrived at by the parties
704 after the exercise of that right and opportunity are set forth in this Agreement.
705 Therefore, the Employer and the Union, for the life of this Agreement, each
706 voluntarily and unqualifyingly waives the right, and each agrees that the other shall
707 not be obligated to bargain collectively with respect to any subject or matter referred
708 to, or covered by this Agreement, or with respect to any subject or matter not
709 specifically referred to or covered in this Agreement, even though said subject or
710 matter may not have been within the knowledge or contemplation of either or both of
711 the parties at the time they negotiated or signed this Agreement.

712 **ARTICLE XXI SAVINGS CLAUSE**

713 If any provision of this Agreement, or the application of such provision, is or
714 shall at any time be contrary to or unauthorized by law, or modified or affected by the
715 subsequent enactment of law, or held invalid and unenforceable by operation of state
716 or federal law existing or subsequent or by any state board agency or court or
717 competent jurisdiction, then such provision shall not be applicable or performed or
718 enforced, except to the extent permitted or authorized by law and such provision shall
719 be deemed modified to the extent necessary to conform to law; provided that in such
720 event all other provisions this Agreement shall continue in effect.

721 If there is any conflict between the provisions of this Agreement and any legal
722 obligations or affirmative action requirements imposed on the County by federal or
723 state law, such legal obligations or affirmative action requirements thus imposed shall
724 be controlling.

725

ARTICLE XXII DURATION AND TERMINATION

ARTICLE XXII, SECTION 1 TERM OF AGREEMENT

This Agreement shall be effective December 1, 2024 and shall remain in full force and effect until November 30, 2027. It shall continue in effect from year to year thereafter unless notice of termination is given in writing by certified mail by either party to the other not less than ninety (90) days prior to expiration. The notices referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the written date of receipt.

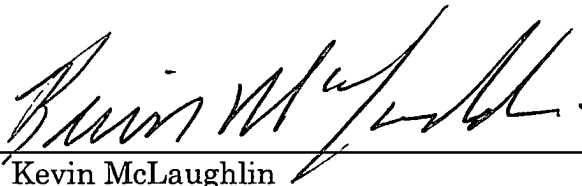
ARTICLE XXII, SECTION 2 CONTINUING EFFECT

Notwithstanding any provision of this Article of Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or Resolution of Impasse Procedure are continuing for a new Agreement or part thereof between the parties.

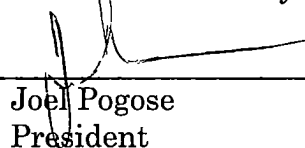
IN WITNESS WHEREOF, we set our hands and seals this 15th DAY OF December, 2024.

MID-AMERICA CARPENTERS
REGIONAL COUNCIL

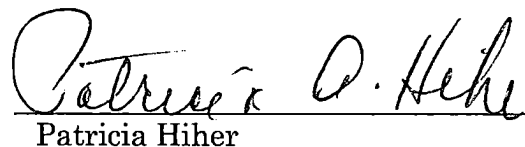
CIRCUIT CLERK OF CARROLL COUNTY
15TH JUDICIAL CIRCUIT
301 N MAIN ST PO BOX 32
MOUNT CARROLL IL 61053
Phone: 815-244-0230



Kevin McLaughlin
Executive Secretary-Treasurer



Joel Pogose
President



Patricia Hiher

ARTICLE XXIII WAGE ADDENDUM

Employee	Fiscal Year 2025 12/1/2024	Fiscal Year 2026 12/1/2025	Fiscal Year 2027 12/1/2026
Rebecca Storjohann	\$20.23	\$20.83	\$21.46
Bridget O'Neill	\$20.12	\$20.72	\$21.34
Sherrie Mueller	\$19.19	\$19.77	\$20.36

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA

KEVIN McLAUGHLIN
Executive Secretary-Treasurer

JOEL POGOSE
President



QUAD CITIES CAMPUS
424 Carpenter Court, East Moline, IL 61244

815-626-2177 • Fax: 815-626-2190
www.carpentersunion.org

PATTY HIHER
CARROLL COUNTY CIRCUIT CLERK
301 N MAIN ST
PO BOX 32
MOUNT CARROLL IL 61053

December 17, 2024

Dear Ms. Hiher:

Please find the enclosed signed Collective Bargaining Agreement between the Carroll County Carroll County Circuit Clerks and the Mid-America Carpenters Regional Council effective December 1, 2024 through November 30, 2027.

If you have any questions, please me at the Quad Cities Campus at (815) 626-2177 or Craig Kobler at (815) 631-1633.

Sincerely,
MID-AMERICA CARPENTERS REGIONAL COUNCIL
QUAD CITIES CAMPUS

Dan O'Connell, Regional Director
424 Carpenter Court, East Moline, IL 61244
Phone: 815-626-2177 Fax: 815-626-2190
Email: doconnell@carpentersunion.org

Enclosures:
Agreement (1 set)

Cc: Craig Kobler, Carpenters Local Union 790

DOC:kk, OPEIU #9 afl-cio
F:\Apps\QA\DOC\AGREE\0790\W7902024CARCTYCLRKRet.docx