



MARION COUNTY BOARD

Marion County Sheriff's Office - Basement - P.O. Box 637 - Salem, Illinois 62881
(618)548-3400 or (618)548-3868/Fax (618)548-2226

SEPTEMBER 22, 2023

Debbie A. Smith
Chairwoman

Dr. Creighton Engel
Vice-Chairman

Marion County Board
Members

District #1
Tracy Murray
Brock Waggoner
Sharon K. Woodward

District #2
Dr. Creighton Engel
Jack Riley
Deborah Reed

District #3
William "Bill" Henson
Tyson McHenry
Steven V. Whritenour

District #4
Steven Bradley
Judith Meeks-Hakim
Christopher B. Krupp

District #5
Adam D. Smith
Debbie A. Smith
David G. Iossi

Marion County Clerk,
Recorder & Clerk of
the County Board
Steven A. Fox

Marion County
Board Secretary
Lori Linder

TO: Adam Smith, Chairman
Sharon Woodward
Creighton Engel
Christopher Krupp
David Iossi
Deb Reed
OTHER: Debbie Smith

CLOSED MEETING

PERSONNEL/LABOR RELATIONS COMMITTEE MEETING
TUESDAY, SEPTEMBER 26, 2023
6:30 P.M.
MARION COUNTY BOARD ROOM
AGENDA

Meeting called to order by Chairman Adam Smith
Pledge of Allegiance to the Flag led by Chairman Adam Smith
Roll Call by Marion County Board Secretary, Lori Linder

MOTION TO GO INTO CLOSED SESSION:

TIME:

1. Discussion of Counter Proposal of the Labor Relations Contract that Expires November 30, 2023 for Marion County Highway Department

MOTION TO COME OUT OF CLOSED SESSION:

TIME:

Action/Motion:

Motion to Adjourn Meeting:

TIME:

Steve Fox, Marion County Clerk and
Clerk of the Marion County Board



Personnel/Labor Relations
Proposal

July 19, 2023

LIUNA Local 1197

Contract Proposal to the
Marion County Board

Representing the Office of Engineer

- Yes • The Union proposes a 3-year agreement effective December 1, 2023 through November 30, 2026
- Yes • Article 4 – Union Security – The Union proposes to remove any and all language referencing “fair share” in order to be in compliance with Federal law.
- Yes • Article 8 – Work Safety – The Union proposed to increase the annual allowance for work boots to \$200.00.
- Yes • Article 15 – Holidays – Section 5 Schedule - The Union proposes to add Juneteenth as a holiday.
- Yes • Article 19 – Insurance – The Union proposes to increase the \$300 per month to \$500 per month for both those employees who enroll in an approved group health insurance plan and for those who opt not to enroll.
- Article 20 – Wages - The Union proposes a ~~\$3.00~~ per hour wage increase for all employees effective 12/1/2023, an additional ~~\$3.00~~ per hour wage increase for all employees effective 12/1/2024, and an additional ~~\$2.50~~ per hour wage increase for all employees effective 12/1/2025.

\$2.00
\$2.00
\$1.00

The Union proposes that the starting wage rate for new, full-time employees be \$21.00 per hour effective 12/1/2023, \$22.00 per hour effective 12/1/2024, and \$23.00 per hour effective 12/1/2025, and the starting wage rate for new, part-time employees be \$15.50 per hour effective 12/1/2023,

\$16.00 per hour effective 12/1/2024, and \$16.50 per hour effective 12/1/2025.

Yes

The Union proposes to add a longevity bonus for each employee of \$125.00 for each year of service, paid on the employee's anniversary date and capped at \$500 per employee per year.

Strike

~~The Union proposes to add step increases as follows:
\$1.00 per hour after 3 years of employment, an additional
\$1.00 per hour after 5 years of employment, an additional
\$1.00 per hour after 10 years of employment, an additional
\$1.00 per hour after 15 years of employment, and an
additional \$1.00 per hour after 20 years of employment.~~

*Union's Latest
Proposal*

**August 23, 2023
LIUNA Local 1197
Contract Proposal to the
Marion County Board
Representing the Office of Engineer**

- **The Union proposes a 3-year agreement effective December 1, 2023, through November 30, 2026**
- **Article 4 – Union Security – The Union proposes to remove any and all language referencing “fair share” in order to be in compliance with Federal law.**
- **Article 8 – Work Safety – The Union proposes to increase the annual allowance for work boots to \$200.00.**
- **Article 15 – Holidays – Section 5 Schedule - The Union proposes to add Juneteenth as a paid holiday.**
- **Article 19 – Insurance – The Union proposes to increase the \$300 per month to \$500 per month for both those employees who enroll in an approved group health insurance plan and for those who opt not to enroll.**
- **Article 20 – Wages - The Union proposes a \$3.00 per hour wage increase for all employees effective 12/1/2023, an additional \$2.00 per hour wage increase for all employees effective 12/1/2024, and an additional \$1.00 per hour wage increase for all employees effective 12/1/2025.**

The Union proposes that the starting wage rate for new, full-time employees be \$21.00 per hour effective 12/1/2023, \$22.00 per hour effective 12/1/2024, and \$23.00 per hour effective 12/1/2025, and the starting wage rate for new, part-time employees be \$15.50 per hour effective 12/1/2023,

\$16.00 per hour effective 12/1/2024, and \$16.50 per hour effective 12/1/2025.

The Union proposes to add a longevity bonus for each employee of \$125.00 for each year of service, paid on the employee's anniversary date and capped at \$500 per employee per year.

The Union reserves the right to alter, modify, or make new proposals at any time. Regarding any issue proposed herein that may be a subject of pending grievances or Unfair Labor Practice Charges, the Union specifically does not waive their position in these matters with these proposals. If an Agreement is reached regarding issues subject of pending litigation or arbitration any settlement to resolve the litigation must be in writing and signed by the parties.