

ARTICLE 12

F.O.P. LABOR COUNCIL REPRESENTATIVES

Section 12.1 Authorized Representatives

Authorized representatives of the Council shall be permitted reasonable visits to the Macoupin County Probation Department during work hours to talk with unit employees and/or representatives of the Employer concerning matters covered by this Agreement.

Section 12.2 Number of Council Representatives

There shall be a total of two (2) local Council representatives for the Macoupin County Probation bargaining unit. For grievance meetings, hearings, or arbitrations, the Labor Council may have one local representative released from duty with pay if such meetings are held during working hours. For contract negotiations, the Employer will release from duty two local representatives if negotiations are held during working hours. Whether local representatives are released from work with or without pay for contract negotiations which are held during working hours shall be determined prior to the start of such negotiations. The Employer will be notified as to the identity of such local Council representatives.

Section 12.3 Time Sheets

The Council or a representative shall have the right to examine time sheets and other relevant records pertaining to the computation of compensation of an employee whose pay is in dispute at mutually agreeable times with the employee's consent.

Section 12.4 Attendance at Council Meetings

Subject to the need for orderly scheduling and emergencies, the Employer agrees that the elected officials of the Lodge shall be permitted reasonable time off, without pay or to take accrued time off (with the exception of sick leave) to attend general, board or special meetings of the Council, provided that at least seventy-two (72) hours notice of such meetings shall be given in writing to the Chief Managing Officer, and provided further that the names of the officials and officers shall be certified in writing to the Employer and that such requested time off does not interfere with the operational needs of the Employer.

Section 12.5 Grievance Procedure

Reasonable time during working hours shall be permitted, without loss of pay, the Council representative, subject to approval of the Chief Managing Officer, for the purpose of aiding or otherwise representing employees in the handling and processing of grievances as set forth in this Agreement.

Section 12.6 Convention Delegates

Any employee(s) chosen as delegate(s) to an F.O.P./Labor Council State or National Conference may, upon written application approved by the Council and submitted to the Employer with at least fourteen (14) days notice, be given a leave of absence without pay for a period of time to attend such Conference, subject to the approval of the Chief Managing Officer, and subject to the operational needs of the office. This period of time shall not exceed one (1) week. The employee may utilize existing vacation or compensatory time in lieu of such unpaid leave.

Section 12.7 Bulletin Boards

The Employer shall make available space on bulletin boards for the posting of official Council notices of a non-political and/or non-inflammatory nature. The Council shall limit the posting of notices to such bulletin boards.

ARTICLE 13
SAFETY ISSUES

No employees shall be required to use any equipment that has been designated by the Employer as being defective because of a disabling condition unless the disabling condition has been corrected. The Employer shall take all reasonable steps to protect employees during working hours in the performance of their duties.

ARTICLE 14

DUES DEDUCTION AND FAIR SHARE

Section 14.1 Dues Deduction

Upon receipt of a written and signed authorization form from an employee (attached as Appendix B), the Employer shall deduct the amount of the Council dues and the initiation fee, if any, set forth in such form and any authorized increase therein, from the wages of the employee and shall remit such deductions monthly to the Illinois Fraternal Order of Police Labor Council at the address designated by the Council in accordance with the laws of the State of Illinois, within thirty (30) days after the deductions have been made. The Council shall advise the Employer of any increase in dues, in writing, at least fifteen (15) days prior to its effective date.

Section 14.2 Fair Share

Any present employee who is not a member of the Council shall, as a condition of employment, be required to pay a fair share (not to exceed the amount of Council dues) of the cost of the collective bargaining process, contract administration in pursuing matters effecting wages, hours of work, and other conditions of employment, but not to exceed the amount of dues uniformly required of members. All employees in the bargaining unit hired on or after the effective date of this Agreement and who have not made application for membership, on or after the thirtieth (30th) day of their hire will also be required to pay a fair share as defined above. The Employer shall with respect to any employee in whose behalf the Employer has not received a written authorization as provided for above, the Employer shall deduct from the wages of the employee, the fair share financial obligation, including any retroactive amount due and owing, and shall forward said amount the Council on the tenth (10th) day of the month following the month in which the deduction is made, subject only to the following:

- (a) The Council has certified to the Employer that the affected employee has been delinquent in his or her obligations for at least thirty (30) days;
- (b) The Council has certified to the Employer that the affected employee has been notified in writing of the obligation and the requirement for each provision of this Article, and that the employee has been advised by the Council of the manner in which the Council has calculated

their fair share fee;

- (c) The Council has certified to the Employer that the affected employee has been given a reasonable opportunity to prepare and submit objections to the payment and has been afforded an opportunity to have the said objections ~~adjudicated before an impartial arbitrator assigned by~~ the employee and the Council for the purpose of determining and resolving any objections the employee may have to the fair share fee.

Section 14.3 Membership List

The Employer shall forward to the Illinois Fraternal Order of Police Labor Council a monthly list to accompany the dues as provided for in Section 1 of this Article. This list shall include the names of each employee that has paid the monthly dues as well as those employees, if any, that are paying a fair share obligation.

Section 14.4 Indemnification

The Council hereby indemnifies and agrees to hold the Employer harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of, any action taken by the Employer for the purpose of complying with the provisions of this Article.

ARTICLE 15
LEAVES OF ABSENCE

Section 15.1 Bereavement Leave

The Employer agrees to provide to an employee leave without loss of pay as a result of death in the immediate family in accordance with the following schedule:

Three working days: An employee's spouse, children (including legally adopted and step children) parents, siblings, including step-relations, father-in-law, mother-in-law, sister or brother-in-law, grandparents, and grandchild.

One working day: An employee's grandparents-in-law and son-in-law or daughter-in-law.

In conjunction with these bereavement days, employees may use up to two days of accrued sick leave to supplement such bereavement leave, provided that no such leave shall be longer than 5 working days. Employees are required to notify their immediate supervisor prior to taking bereavement time off.

Section 15.2 Jury Duty

An employee serving jury duty shall be compensated as follows: the Employer shall pay an employee serving jury duty his/her normal pay and the employee shall turn over to the Employer any pay received for services rendered as a juror as long as the pay is not greater than the employee's regular pay.

Section 15.3 Unpaid Leave

Unpaid leave of absence may be granted by the Chief Managing Officer to employees who have used their sick leave for continued sickness or disability, or for other good cause shown by the employee. The length of an unpaid leave of absence is at the discretion of the Chief Managing Officer, but may be granted with the goal of maintaining department services. Vacation time shall be granted on the basis of time employed, not counting the leave of absence, but no vacation or sick time shall be granted for time on unpaid leave of absence.

Section 15.4 Injury Leave

Employees injured while in the performance of their duties shall be compensated according to the provisions of applicable Illinois law.

Section 15.5 Sick Leave

Employees covered by this Agreement shall earn ten (10) sick days leave per year commencing with the first year of employment. This leave may accumulate up to a maximum of one hundred twenty (120) days. Employees shall not be compensated for accumulated unused sick leave upon termination of employment. When an employee retires from service with the Employer and formally qualifies for retirement under IMRF and the employee has accumulated unused sick leave, the Employer will buy back all or a part of his or her accumulated unused sick leave at a rate of one days pay for each five (5) days of unused sick leave. Any unused sick days the Employer does not buy back may be credited to the employee's total IMRF service credit in accordance with IMRF rules.

Sick leave may be used for illness, disability or injury (work related or non-work related) of the employee, appointments with a doctor, dentist or other professional practitioner. Employees shall be entitled to use sick leave for a period of three (3) successive days without submitting a physician's certificate attesting to the illness, but such certificates may be required before sick leave pay can be claimed for any period in excess of three successive days.

An employee with accrued sick leave may use up to ten (10) days of sick leave per year to care for the employee's immediate family ("immediate family" as defined in Section 1 Bereavement). If requested by the Employer, the employee may be required to produce reasonable substantiation, usually in the form of a letter from a doctor, of the circumstances that made it necessary for the employee to provide the care to the family member. Sick leave so used shall be used in thirty (30) minute increments. In the event of severe illness or injury, an employee may request more sick leave to be utilized for family use, with permission of the Employer. The Employer agrees to comply with the provisions of the Family Medical Leave Act of 1993 and any regulations issued pursuant to the Act.

Section 15.6 Personal Leave

Employees will receive two (2) days of personal leave per fiscal year. Two (2) days notice will be given prior to using a personal day, except in cases of emergency leave being requested, in which case the two day notice will be waived. Personal days will be used after requesting permission from the Chief Managing Officer; permission to use a personal day will not be unreasonably

denied. The Chief Managing Officer may in her sole discretion waive the two day notice requirement. Employees will not be required to identify their reason for requesting use of personal days, except in cases of emergency leave being requested. There shall be no carryover of personal days.

ARTICLE 16
INDEMNIFICATION

The Employer agrees to abide by applicable Illinois law regarding indemnification.

ARTICLE 17

VACATIONS

Section 17.1 Length of Vacation

Employees shall receive vacation time on their anniversary date according to the following schedule:

Completion of 1 year	5 days
2 - 5 years	10 days
6 - 17 years	15 days
18 + years	20 days

Within a single calendar year up to fifteen (15) hours of vacation may be taken in hourly increments subject to the prior approval of the Chief Managing Officer. All other vacation may be used in not less than one half day increments. For pay purposes a half day of vacation use is equal to 3.75 hours. Employees who take a morning of vacation shall report for duty at 1:00 p.m.. Employees who take an afternoon of vacation may leave at noon.

Section 17.2 Time of Vacation

All vacations must be arranged in advance and are subject to the approval of the Chief Managing Officer. The Chief Managing Officer shall notify an employee who submits such request of approval or disapproval of vacation time requested within a reasonable amount of time, and such vacation requests shall not be unreasonably denied.

Employees may not take more than two weeks of vacation consecutively. An employee may only carry over to the next year a maximum of five (5) vacation days. All unused vacation days that exceed the maximum carry-over amount of five (5) days will be forfeited.

Employee preferences regarding the selection of vacation will be given consideration based upon the efficient operations of the Probation Office. In the case of duplicate requests submitted on the same day, seniority shall control.

ARTICLE 18

HOLIDAYS

Subject to the administrative authority of the Illinois Supreme Court, the paid holidays for the term of this Agreement shall be those designated by the Chief Judge of the Seventh Judicial Circuit. Employees shall receive 7 ½ hours pay for each paid holiday. In order to receive holiday pay, the employee must work the last scheduled day before and the first scheduled day after the holiday, unless in an approved paid leave status.

ARTICLE 19

WAGES & MILEAGE

This Article is subject to the provisions of the Letter of Agreement Regarding Wages & Insurance.

Section 19.1 Performance Based Increases

Bargaining unit employees who have completed their probationary period will receive a performance increase in their annual base salary based on their annual performance evaluation score in accordance with the following schedule. Salary increases shall be effective September 1st of each year for the duration of this contract. Performance evaluation scores shall not be subject to the grievance process.

<u>Evaluation Score</u>	<u>Percent Increase on Base Salary</u>
0 - 699	0.0%
700 - 749	1.5%
750 - 799	3.0%
800 - 849	4.0%
850 - 899	5.0%
900 - 949	5.5%
950 - 1000	6.0%

Section 19.1A Base Pay Wage Increases

Employees who receive performance evaluations of satisfactory (750) or above in the evaluation preceding each September 1 date shall receive the following corresponding wage increase:

Effective September 1, 2008, each employee in their bargaining unit shall receive two percent (2%) increase in their base pay.

Effective September 1, 2009, each employee in the bargaining unit shall receive three percent (3%) increase in their base rate of pay.

Effective September 1, 2010, each employee in the bargaining unit shall receive four percent (4%) increase in their base rate of pay.

Section 19.B Performance Based Increases

In addition to the wage increases referenced above, the employer may award performance based pay increases based on an employee's annual performance evaluation. Performance evaluation scores shall not be subject to the grievance process.

Section 19.C Minimum Salaries

The starting minimum salary for probation officers shall be as follows:

\$26,520 effective 9/1/08

\$27,050 effective 9/1/09

\$27,591 effective 9/1/10

The starting minimum salary for clerical staff shall be as follows:

\$24,072 effective 9/1/08

\$24,553 effective 9/1/09

\$25,045 effective 9/1/10

Section 19.2 Mileage

The Employer shall pay \$.485 per mile or whatever the County provides to its employees for mileage, whichever is higher, when an employee uses his or her personal vehicle for approved business travel. If an on-call employee is required to return to Carlinville, mileage will be paid from where the page call was received back to the probation office in Carlinville. No mileage will be paid if the employee chooses to return to the place where the page call was originally received. Mileage between the employee's residence and the probation office may never be reimbursed.

ARTICLE 20
HEALTH BENEFIT

Effective October 1, 2008, bargaining unit employees will begin paying 5% of the cost of the employee's premium per month.

The Employer reserves for itself and the County the right to change or provide alternate insurance carriers, health maintenance organizations or to self insure. The Union agrees that when changing insurance carriers, a plan identical to the current plan may not be available. New coverage and benefits be substantially similar to the current plan among the various plans considered by the Employer. The Employer, or the Employer through the County, shall notify the Union at least thirty (30) days in advance of the change in insurance carriers to review the new benefits. The parties agree that a representative from this bargaining unit shall be allowed to attend meetings of the Macoupin County insurance committee for discussion of possible changes in the insurance plan.

ARTICLE 21

EVALUATIONS

Each employee covered by this Agreement shall have their performance evaluated on an annual basis. The evaluation of probation officers shall comply with the standards established by the Administrative Office of the Illinois Courts. The evaluation of secretaries shall comply with the standards set by Macoupin County. The evaluation shall be completed by the supervisor having the greatest first hand knowledge of the employee's work. This evaluation shall be completed and reviewed with the individual employee. The evaluated employee shall have the opportunity to comment on the evaluation and those comments shall be taken into consideration in the completion of the performance evaluation.

The employee evaluated shall sign the performance evaluation after review of the document with the evaluating supervisor. The employee's signature shall signify only that the employee has been given his or her performance evaluation. The employee shall have the opportunity to have written comments regarding the evaluation submitted with the evaluation for further review of court personnel and placed into the employee's permanent record.

In the event that the supervisor completing an employee's performance evaluation determines that he or she has sufficient knowledge of the employee's performance with regard to a particular objective, the supervisor shall gather all such pertinent reference materials and information necessary for completing the employee's performance evaluation.

Where standard objectives are applied to employees whose actual caseloads or workloads vary materially, the supervisor shall identify, document, and take into consideration the varying caseload and workload characteristics prior to and during the performance evaluation process.

The parties agree that in completing an employee's performance evaluation, bias and favoritism are to be avoided in every way possible.

It is further agreed that the performance evaluation system shall not be used as a subterfuge for the discipline provisions of this Agreement.

ARTICLE 22

SUBSTANCE ABUSE TESTING

Section 22.1 Prohibitions

Employees are prohibited from consuming alcohol during the work day, or possessing, selling, purchasing or delivering illegal drugs at anytime or anywhere on the Employer's premises, except in accordance with duty requirements.

Section 22.2 Over the Counter/Prescription Drugs

In the interest of public and employee safety, employees will in good faith, notify the Employer of any known side effects of over-the-counter or prescription drugs which may adversely affect job performance. A "known side effect" is an effect of an over-the-counter or prescription drug of which the employee has been informed by a physician or has experienced in the past. Upon notification, the Employer may reassign the employee for the period of time during which the employee is affected. Such notification by an employee will not result in disciplinary action. The Employer is in no way limited by this section from taking action under the disciplinary section (Article Five) of this Agreement if employee abuse of over-the-counter or prescription drugs warrants such action.

Section 22.3 Type of Testing

Where the Employer has probable cause to believe that the employee has consumed alcohol during the course of the work day, or used illegal drugs, the Employer has the right to require the employee to submit to alcohol or drug testing. There shall be no unit-wide or random testing of employees, except random testing as authorized in Section 9 below.

Section 22.4 Order to Take Test

The Employer shall provide the employee at the time he/she is ordered to submit to testing with a written notice of the order, setting forth the facts and inferences upon which the Employer bases its conclusion of probable cause. The employee shall have the right to consult with a union representative and/or counsel prior to any questioning. Refusal to comply with the order to test shall subject the employee to discipline, but taking of a test shall not operate to waive any objection or rights the employee may have. No employee shall be subject to any adverse employment

action, except temporary reassignment or relief from duty with pay during the pendency of any testing procedure. Such reassignment or relief from duty shall be discontinued immediately in the event of negative test results.

~~Section 22.5 Tests to be Conducted~~

The Employer shall use a clinical laboratory or hospital facility that is licensed per the Illinois Clinical Laboratory Act, which laboratory shall comply with all NIDA standards. The Employer shall establish a chain of custody procedure to insure the integrity of samples and test results, and shall not permit the employee or any other bargaining unit member to be part of such chain. Sufficient samples shall be collected so as to permit an initial, a confirmatory test, and a subsequent test to be arranged at a facility of the employee's choosing. Confirmatory testing shall be by gas chromatography/mass spectrometry (GCMS) or an equivalent scientifically accurate test. In cases where the Employer has probable cause to suspect alcohol consumption, the Employer may require the employee to submit to a breathalyser test or intoximeter.

Section 22.6 Results

As to drug testing, the Employer shall only be notified in the event that a sample has tested positive for a particular drug on both the initial and confirmatory test, and any information otherwise coming into the possession or knowledge of the Employer (e.g. insurance billings) shall not be used in any manner or forum adverse to the employee's interests. As to alcohol testing, test results showing a blood alcohol concentration of .04 shall be considered positive. Any level of alcohol concentration below .04 shall not prevent the Employer from showing that the employee consumed alcohol in violation of Section 3 of this Article. The employee shall receive a copy of all test results, information, documents and other reports received by the Employer.

Section 22.7 Right to Contest

The Union and/or the employee shall have the right to contest and/or grieve any aspect of any testing under this Agreement, including the right to test, the order, the administration of the test, the significance or accuracy of the test, or the consequences of the test results. Nothing herein shall waive or limit any rights employees may have concerning such tests that may arise

outside the Agreement, which the employee may pursue with or without the Union.

Section 22.8 Voluntary Request for Assistance

No adverse employment action shall be taken in any manner or forum against any employee who voluntarily seeks assistance for alcohol or drug related problems, other than the Employer may temporarily reassign an employee if he/she is then unfit for duty in his/her current assignment. Provided, however, an employee who voluntarily seeks assistance for an alcohol or drug related problem more than one time may be subject to adverse employment actions. All such requests shall be held strictly confidential and not released or used in any manner or forum contrary to the employee's interests.

Section 22.9 Discipline

In the first instance an employee tests positive as defined above on an alcohol test or for the presence of prescription drugs or over-the-counter medication (where such medication or drugs are in a quantity that the Employer can establish by a preponderance of evidence, that an abuse has occurred), the employee may be disciplined, up to but not including discharge, provided that the employee participates in an appropriate treatment program determined by his physician, discontinues his abuse of alcohol or drugs, and submits to random testing as may be directed by his counselors in an appropriate after-care program. Employees who do not comply with these set conditions, or who test positive for the second time, shall be subject to discipline up to and including discharge.

In the first instance an employee tests positive for the presence of illegal drugs, the employee may be disciplined according to Article 5 of this Agreement.

Employees who are unfit to perform reasonable duties to which they may be assigned during the period of their treatment and after-care shall be permitted to take accumulated time off and shall be afforded a leave of absence upon request for the period of counseling and aftercare, at the option of the employee.

ARTICLE 23

SAVINGS

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 an 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, upon the request of either party, the parties shall meet promptly and negotiate with respect to substitute provisions of those provisions rendered or declared unlawful, invalid or unenforceable.

ARTICLE 24

INCLEMENT WEATHER

If an employee is unable to travel to work from home due to inclement weather (e.g. snow, flood, fog), then the employee may request permission to utilize accrued accumulated time (personal, comp. Vacation, pager days, sick), so as to be eligible for pay for the time not then worked. In addition, an employee who is at work when inclement weather develops may request permission to leave work and, as referenced above, utilize accumulated leave.

ARTICLE 25
DURATION OF AGREEMENT

This Agreement shall be effective from September 1, 2008 through August 31, 2011. Said Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing 90 days prior to the expiration that it desires to modify the Agreement. In the event such notice is given, negotiations shall begin not later than 30 days prior to the expiration of the Agreement. This Agreement shall remain in full force and effect during the period of negotiations unless notice of one party's desire to terminate the Agreement is provided to the other party in writing.


IN WITNESS WHEREOF, the parties hereto have affixed their signatures this _____ day of _____, 2008.

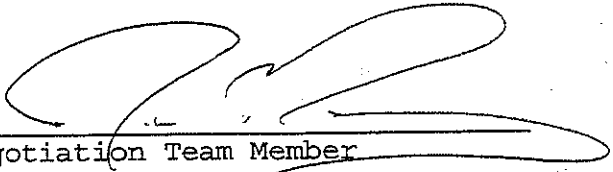
For the Employer:

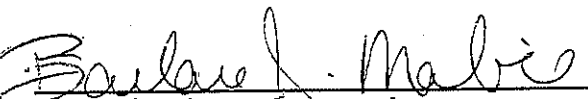
For the Council:

Chief Judge of the Seventh
Judicial Circuit, Macoupin
County Probation Department

Illinois Fraternal Order of Police

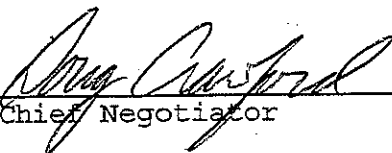

Chief Judge, 7th Judicial Circuit


Negotiation Team Member


Negotiation Team Member


Negotiation Team Member

Negotiation Team Member


Chief Negotiator

Negotiation Team Member

LETTER OF AGREEMENT REGARDING CASUAL DRESS

The parties agree that jeans may be worn on "casual dress days" which shall be defined as: drug testing days and as the fifteenth of the month and the last day of the month (or if either day falls on a non-work day, the last workday preceding the fifteenth and the last day of the month). Additionally, jeans may be worn on those days when an officer makes home visits to the home of a probationer. Under no circumstances may jeans be worn at court appearances. When jeans are worn, they must be clean, free of stains, tears and other signs of excessive wear.

The parties acknowledge that employees are expected to come to work in reasonable business attire as would be generally acceptable for people in local establishments offering professional services such as lawyer's and doctor's offices. The following is a non-exhaustive list of attire deemed inappropriate unless approved in advance by the Employer; sweat suits/jogging pants, flip flops/shower shoes, shorts, T-shirts, sweat shirts, jeans. The following is a list of acceptable attire; (for females) slacks/skirts, blouses/sweaters and dresses, (for males) slacks, and dress shirt. A tie for males is mandatory for court appearances. Employees who are inappropriately dressed may be asked to return home to change clothes. They shall not be paid for the time away from work. Repeated infractions will be dealt with pursuant to the Discipline Article of the collective bargaining agreement.

Letter of Agreement Regarding Wages & Insurance

If the Employer agrees, or the county settles with any other bargaining unit on a higher wage package, or if the employee premium rises above \$35 per month, then this bargaining unit shall have the right to reopen this agreement for bargaining.

Dues Authorization Form
ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL

974 CLOCKTOWER DRIVE
SPRINGFIELD, ILLINOIS 62704

I, _____, hereby authorize my employer, _____, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. (In addition, I authorize my Employer to deduct from wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of its certification as exclusive bargaining representative to the date this dues deduction is implemented, in such manner as it so directs.)

Date: _____ Signed: _____
Address: _____
Start Date: _____ City: _____
State: _____ Zip: _____
Title: _____ Telephone: _____

Employer, please remit all dues deductions to:

Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clocktower Drive
Springfield, Illinois 62704

(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction.



GRIEVANCE

(use additional sheets where necessary)

Date Filed: _____

Department: _____

Grievant's Name: _____
Last First M.I.

Lodge No. / Year / Grievance No.

STEP ONE

Date of Incident or Date Knew of Facts Giving Rise to Grievance: _____

Article(s) and Sections(s) of Contract violated: _____

Briefly state the facts: _____

Remedy Sought: _____

Given To: _____

Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP ONE RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

STEP TWO

Reasons for Advancing Grievance: _____

Given To: _____

Date/Time: _____

Grievant's Signature

FOP Representative Signature

EMPLOYER'S STEP TWO RESPONSE

Employer Representative Signature

Position

Person to Whom Response Given

Date

Wanda Hammen



**ILLINOIS FOP
LABOR COUNCIL**

974 Clock Tower Drive • Springfield, IL 62704-1304
T: 217.698.9433 F: 217.698.9487

5600 South Wolf Road, Suite 120 • Western Springs, IL 60558-2265
T: 708.784.1010 F: 708.784.0058

W: fop.org

January 13, 2009

Owen Dratler
Administrative Office of the Illinois Courts
3101 Old Jacksonville Road
Springfield Illinois 62704

Re: Agreement Window Period


Dear Owen:

Per our discussion, the Employer and Union agree to amend Article 25, Duration of Agreement in the Macoupin County Probation Agreement as follows:

This Agreement shall be effective from September 1, 2008 through August 31, 2011. Said Agreement shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing, no more than 120 days but at least 90 days prior to the expiration that it desires to modify the Agreement. (remainder unchanged)

Signed:
Employer Representative

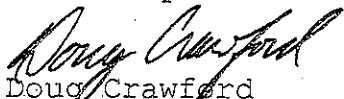
Union Representative





Thank you.

Sincerely


Doug Crawford
Field Representative