

SIDE LETTER AGREEMENT

This Side Letter Agreement is entered into on the 6th day of April, 2021, by the VILLAGE OF MORTON (the "Employer") and the MORTON PARAMEDICS, LOCAL NO. 4952, OF THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO (the "Union").

WHEREAS, the parties have recently concluded negotiations for a successor collective bargaining agreement; and

WHEREAS, Employer and Union desire to enter into a Side Letter Agreement to reflect certain agreed upon modifications and supplemental agreements not reflected in the recently negotiated successor collective bargaining agreement; and

WHEREAS, the parties wish to commemorate these understandings and agreements without making extensive changes to the body of their collective bargaining agreement.

NOW, THEREFORE, BE IT AGREED BY THE EMPLOYER AND UNION AS FOLLOWS:

1. This Side Letter Agreement shall be appended as a part of the parties' collective bargaining agreement and subject to the grievance procedure set forth therein.

2. The Village may from time to time employ a full-time paramedic who is not assigned a regular duty cycle of 24 hours on duty and 48 hours off duty, hereinafter referred to as a "float paramedic," in an effort to providing manning for open shifts. Notwithstanding the provisions of Section 4.2, the float paramedic shall not be assigned a regular platoon duty shift as set forth in Section 4.2. The float paramedic shall work those shifts assigned by the Fire Chief. It is expressly anticipated that flexibility in the scheduling of the float paramedic shall be necessary.

3. During any period of time in which the Village is employing a float paramedic, notwithstanding the provisions of Section 9, open shifts may first be assigned to the float paramedic by the Fire Chief before being offered for distribution as overtime shifts to other employees. Remaining open shifts shall next be offered to part-time paramedics. Finally, any remaining shifts unfilled by the float paramedic and by the part time paramedics shall be offered to all remaining full-time paramedics as overtime shifts. Overtime shifts shall be claimed and

assigned in 12 hour increments. During all periods of time in which no float paramedic is employed by employer, open shifts shall be offered as provided in Section 9.

4. During all periods of time in which the Village is employing a float paramedic, notwithstanding the provisions of Section 9.1 (3), every effort should be made to full voluntary open shift cover in the following order: (1) float paramedic, (2) part-time employees, (3) full time employees other than the float paramedic. During all periods of time in which no float paramedic is employed by the Village, voluntary open shift coverage shall be filled in the priority order set forth in Section 9.1(3).

5. The float paramedic shall not be on the overtime list maintained by the Union under Section 9.1(6) of the Contract.

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IN WITNESS WHEREOF, the parties hereto have set their hand and seal this 6th
day of April, 2021.

VILLAGE OF MORTON

By Jeffrey L. Kaufman
Jeffrey L. Kaufman, Village President

James Hollocker
James Hollocker, President

ATTEST:

[Signature]
Village Clerk

[Signature]
Secretary/Treasurer