

**BEFORE  
EDWIN H. BENN  
ARBITRATOR**

**In the Matter of the Arbitration**

**between**

**VILLAGE OF LANSING**

**and**

**ILLINOIS FOP LABOR COUNCIL**

**CASE NOS.:** S-MA-10-380  
Arb. Ref. 13.096  
(Interest Arbitration)

**ORDER**

The undersigned arbitrator has been selected by the parties after request for arbitration made by the Union pursuant to the provisions of the Illinois Public Labor Relations Act.

Upon presentation of the parties' arguments and evidence, it is hereby found and ordered:

The parties' collective bargaining agreement ("Agreement") ratified by the Union in its entirety and ratified by the Village in all respects except for Article IX (Impasse Resolution) is incorporated into this Order, except to the extent modified below:

1. Article XXVI (Duration) is amended to provide that the Agreement shall expire on midnight April 30, 2016.
2. Article XVII, Section 17.1 (Telecommunicators Salaries) is amended to provide that effective May 1, 2015 two percent (2%) shall be added to the May 1, 2014 wage matrix.

Lansing and FOP  
Interest Arbitration  
Page 2

3. Article XI, Section 11.1 (Holidays) is amended by deleting reference to "Employee's Birthday" and Article XI, Section 11.2 (Personal Days) is amended by changing three (3) personal days to four (4) personal days.

4. Article IX (Impasse Resolution) is amended by agreement of the parties to provide for the following in place of the previous language:

The resolution of a bargaining impasse on the sole issue of wages for the successor Agreement only shall be in accordance with the impasse resolution procedures Section 14 of the Illinois Public Labor Relations Act. In all other respects, any bargaining impasses shall be resolved in accord with the remaining portions of the Illinois Public Labor Relations Act.

5. Article XI, Section 6.7 (Duty Trades) shall be amended to change the number "12" to "18" in both places that it appears in the first paragraph of that section. Disputes over denial(s) of the exchange of workshifts under this section shall (absent resolution by the parties) be resolved by the undersigned through an expedited grievance and arbitration process.

6. This matter is now remanded to the parties for the drafting of language consistent with the terms of this Order, with the undersigned retaining jurisdiction over disputes, if any, which may arise concerning that drafting.



Edwin H. Benn  
Arbitrator

Dated: March 13, 2013