**Section 310.APPENDIX A Negotiated Rates of Pay**

**Section 310.TABLE E RC-020 (Teamsters Locals #330 and #705)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Bargaining Unit** | **Pay Plan Code** | **Monthly** | **Hourly** | **Effective Date** |
| Highway Maintainer (Snowbirds) | 18639 | RC-020 | Q | 4850 | 27.87 | July 1, 2022 |

NOTES: Definition of Snowbird − Snowbirds are all seasonal, salaried, full-time Highway Maintainers whose primary function is snow removal.

**Effective July 1, 2022**

**RC-020**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Title** | **Title Code** | **Pay Plan Code** |  | | | | | | | | | | | |
| **75%** | | **80%** | | **85%** | | **90%** | | **95%** | | **Full Scale** | |
| **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** | **Mo.** | **Hr.** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bridge Mechanic | 05310 | Q | 5234 | 30.08 | 5582 | 32.08 | 5931 | 34.09 | 6282 | 36.10 | 6629 | 38.10 | 6978 | 40.10 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Bridge Tender | 05320 | B | 4948 | 28.44 | 5278 | 30.33 | 5608 | 32.23 | 5938 | 34.13 | 6267 | 36.02 | 6598 | 37.92 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Heavy Construction Equipment Operator | 18465 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6368 | 36.60 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Heavy Construction Equipment Operator (Bridge Crew – BC) | 18465 | Q | 5383 | 30.94 | 5741 | 32.99 | 6101 | 35.06 | 6459 | 37.12 | 6818 | 39.18 | 7177 | 41.25 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer | 18639 | Q | 5196 | 29.86 | 5544 | 31.86 | 5889 | 33.84 | 6236 | 35.84 | 6582 | 37.83 | 6928 | 39.82 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Bridge Crew – BC) | 18639 | Q | 5275 | 30.32 | 5628 | 32.34 | 5980 | 34.37 | 6330 | 36.38 | 6682 | 38.40 | 7034 | 40.43 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintainer (Drill Rig – DR) | 18639 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6368 | 36.60 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker | 18659 | Q | 5341 | 30.70 | 5695 | 32.73 | 6052 | 34.78 | 6409 | 36.83 | 6764 | 38.87 | 7121 | 40.93 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Bridge Crew – BC) | 18659 | Q | 5417 | 31.13 | 5778 | 33.21 | 6138 | 35.28 | 6500 | 37.36 | 6862 | 39.44 | 7221 | 41.50 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) | 18659 | Q | 5394 | 31.00 | 5754 | 33.07 | 6112 | 35.13 | 6473 | 37.20 | 6833 | 39.27 | 7192 | 41.33 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Highway Maintenance Lead Worker (Lead Lead Worker) (Bridge Crew – BC) | 18659 | Q | 5471 | 31.44 | 5836 | 33.54 | 6201 | 35.64 | 6565 | 37.73 | 6929 | 39.82 | 7295 | 41.93 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Labor Maintenance Lead Worker | 22809 | B | 5093 | 29.27 | 5431 | 31.21 | 5771 | 33.17 | 6110 | 35.11 | 6450 | 37.07 | 6789 | 39.02 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Laborer (Maintenance) | 23080 | B | 5030 | 28.91 | 5365 | 30.83 | 5701 | 32.76 | 6036 | 34.69 | 6371 | 36.61 | 6707 | 38.55 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator | 25020 | B | 5133 | 29.50 | 5473 | 31.45 | 5817 | 33.43 | 6157 | 35.39 | 6501 | 37.36 | 6842 | 39.32 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Equipment Operator | 25020 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6367 | 36.59 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DHS) | 25500 | B | 5138 | 29.53 | 5479 | 31.49 | 5822 | 33.46 | 6164 | 35.43 | 6507 | 37.40 | 6849 | 39.36 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Maintenance Worker (DOT, not Emergency Patrol) | 25500 | B | 5072 | 29.15 | 5410 | 31.09 | 5747 | 33.03 | 6085 | 34.97 | 6424 | 36.92 | 6762 | 38.86 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Power Shovel Operator (Maintenance) | 33360 | Q | 5307 | 30.50 | 5660 | 32.53 | 6014 | 34.56 | 6368 | 36.60 | 6721 | 38.63 | 7076 | 40.67 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Power Shovel Operator (Maintenance) (Bridge Crew – BC) | 33360 | Q | 5383 | 30.94 | 5741 | 32.99 | 6100 | 35.06 | 6459 | 37.12 | 6818 | 39.18 | 7177 | 41.25 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Silk Screen Operator | 41020 | B | 5242 | 30.13 | 5590 | 32.13 | 5941 | 34.14 | 6291 | 36.16 | 6639 | 38.16 | 6989 | 40.17 |

NOTES: General Increases – The pay rates for all bargaining unit classifications shall be increased the specified percentage amounts effective on the following dates: January 1, 2020, 1.50%; July 1, 2020, 2.10%; July 1, 2021, 3.95%; and July 1, 2022, 3.95%. Pay rates for each step and their effective dates are listed in the rate tables in this Section.

In-Hire Rate – In-hire rates are located in Section 310.47(a). The parties agree the in-hire rate as was amended to 75% for the 2008-2012 Collective Bargaining Agreement shall continue in effect. The parties also agree that all classifications shall continue the 75% in-hire rate as agreed to in the 2012-2015 agreement. Employees in the in-hire will receive a 5% increase each year for five years on their anniversary date in order to obtain the full rate. Effective July 1, 2019 the in-hire rate is unfrozen. Each employee on active payroll upon ratification of the contract, who's in-hire rate was frozen during the 2015-2019 agreement shall be placed on their correct in-hire rate, on July 1, 2019. Such placement shall not change the employee's credible service date. Example: employee who was hired on and whose credible service date is April 1, 2018, would have been frozen at 75% shall be moved to 80% on July 1, 2019. The employee will then be due their next in-hire rate on April 1, 2020, pursuant to their credible service date. Employees within this bargaining unit who are promoted and are in the in-hire progression will promote to the next higher step of the in-hire rate of the higher classification. In addition, temporary assignments to higher level classifications shall also be calculated at the in-hire rates. All full-scale employees within this collective bargaining unit will be promoted to full­scale rate as if they were promoted to the next higher classification within the series. Any certified employee of this bargaining unit who is offered and accepts a position within this bargaining unit that is a promotion, notwithstanding classification series and without a break in service, shall be placed on the next higher step of the in-hire rate of the new classification. Employees covered under this bargaining agreement who transfer to any position within the bargaining unit without a break in service shall maintain their continuous service date for in-hire rate progression. A certified employee who is assigned and accepts a voluntary reduction in grade shall be certified in the lower class without serving a probationary period. The employee shall be reduced to the appropriate in-hire rate; i.e., 85% lead worker voluntarily reduces to an 85% Highway Maintainer.

(Source: Amended at 46 Ill. Reg. 11713, effective July 1, 2022)