

Memorandum of Agreement Between the Forest Preserve District of Cook County and International Brotherhood of Painters and Allied Trades District Council #14

This Memorandum of Agreement ("Agreement") is entered into between the Forest Preserve District of Cook County (the "District") and the International Brotherhood of Painters and Allied Trades District Council #14 (the "Union"), collectively known as "the Parties."

1. The District and the Union are parties to a collective bargaining agreement ("CBA") that has a term from January 1, 2021 through December 31, 2024.
2. The Parties wish to extend the CBA's term by one year.
3. The term of the one-year extension shall be from January 1, 2025 through December 31, 2025.
4. Parental Leave. The CBA shall be amended to add a new Section 9.9 that states as follows:

Section 9.9 – Paid Parental Leave

An eligible employee shall be entitled to all benefits provided by the Cook County Bureau of Human Resources Parental Leave Policy effective July 1, 2023. Paid Parental Leave shall be considered an alternative to Maternity/Paternity Leave under Section 9.6. An employee who chooses Paid Parental Leave will not be eligible for additional Maternity/Paternity Leave.

5. Sick Pay. CBA Section 8.2(a) shall be amended beginning January 1, 2024 through December 31, 2025 as follows:

All bargaining unit employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one (1) working day for every ~~other~~ month of service, but at no time to exceed one hundred seventy-five (175) working days. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue time in that period.

6. Section 13.11. GPS: Effective January 1, 2024, CBA Section 13.11 shall be amended as follows:

In order to ensure the safety of District employees and to promote the efficiency and economy of operations, the District may install any recording medium in any of its facilities ~~will install~~ a Global Positioning System ("GPS") and/or Automatic Vehicle Locator (AVL) on its vehicles and other equipment. The primary purpose of the GPS and/or AVL is to ensure the efficient use of District resources and not to discipline employees. The Union reserves the right to authenticate the accuracy of GPS or AVL equipment. The District may use data gathered from GPS as evidence in making disciplinary decisions. The GPS or AVL will not be used as the sole source of evidence in making disciplinary

decisions. The GPS or AVL shall not be used in a discriminatory or harassing manner.

Employees will be notified of any policy violation as soon as practicable but in no case more than 30 days after the violation. The Union shall be provided with a copy of relevant GPS or AVL records upon request. A copy of the capabilities of the GPS or AVL shall be furnished to the Union and posted on the District's shared drive. Any future changes to the GPS or AVL capabilities shall be immediately communicated to the Union in writing and posted on the District's shared drive.

7. The duration of the Side Letter of Agreement regarding the seven (7) additional holidays shall be extended through December 31, 2025.
8. This Agreement is subject to ratification by the Union membership and the Forest Preserve District of Cook County Board of Commissioners. Should either the Union membership or the Forest Preserve District of Cook County Board of Commissioners fail to ratify this Agreement, the Agreement shall be null and void.
9. To the extent that any provision in this Agreement and the CBA conflict, this Agreement shall control through December 31, 2025.
10. Any dispute as to the application or interpretation of this Agreement shall be resolved exclusively pursuant to the CBA's grievance procedure.
11. The Union agrees to release and hold the District harmless from any class action grievance or any other claims concerning wages or other economic terms and conditions of employment known to the Parties as of the date of this Agreement. The District shall not be required to respond to any such grievance.

Effective Date of this Agreement: Upon ratification by the Forest Preserve District of Cook County Board of Commissioners.

Forest Preserve District
of Cook County

April 26, 2024

Date



International Brotherhood of Painters
and Allied Trades District Council #14.

4/25/24

Date