



## Legislation Details (With Text)

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|----------------------|---------------------|----------------------|---|-----------------|--|
| <b>File #:</b>       | 22-0118             | <b>Version:</b>      | 1 | <b>Name:</b>    |  |
| <b>Type:</b>         | Resolution          | <b>Status:</b>       |   | Approved        |  |
| <b>File created:</b> | 1/19/2022           | <b>In control:</b>   |   | Labor Committee |  |
| <b>On agenda:</b>    | 5/10/2022           | <b>Final action:</b> |   | 6/14/2022       |  |
| <b>Title:</b>        | PROPOSED RESOLUTION |                      |   |                 |  |

### PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION

WHEREAS, the Illinois Public Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, the Collective Bargaining Agreement Salary Schedule and wage adjustments, as well as healthcare plan revisions, for the period of January 1, 2021 through December 31, 2024 covering various employees in the Landscape Maintenance, Facilities and Fleet, Law Enforcement, Conservation and Experiential Programming, and Resource Management Departments of the Forest Preserves of Cook County (the "Forest Preserves") have been negotiated between the Forest Preserves and Teamsters Local 700; and

WHEREAS, the general increases, wage adjustments and one-time payments that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Teamsters Local 700; and

WHEREAS, such general increases, wage adjustments and one-time payments were accounted for in the 2022 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 18, 2021 (Board Item No. 21-0471); and

WHEREAS, the revisions to the current healthcare plan that have been negotiated are included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Teamsters Local 700.

NOW THEREFORE BE IT RESOLVED, that the Board of Commissioners of the Forest Preserves of Cook County do hereby approve the Collective Bargaining Agreement, which includes the Salary Schedule, wage adjustments, and one-time payments negotiated between the Forest Preserves and Teamsters Local 700 as follows:

- a) effective upon board approval of the Collective Bargaining Agreement, a \$2,000 one-time payment to be paid on payroll closest to forty-five (45) days after approval by Board to bargaining unit members in active status excluding seasonal employees;
- b) effective upon board approval of the Collective Bargaining Agreement, a \$1,000 one-time pandemic payment to be paid on payroll closest to forty-five (45) days after approval by Board to bargaining unit members in active status excluding seasonal employees;
- c) effective the first full pay period on or after July 1, 2021, the pay rates for all classifications shall be increased 1.5%, except that seasonal employees shall not be entitled to retroactive pay;
- d) effective the first full pay period on or after July 1, 2022, the pay rates for all classifications shall be increased 2.5%, except that seasonal employees shall not be entitled to retroactive pay;
- e) a \$1,000 one-time payment to be paid on payroll closest to forty-five (45) days after January 1, 2023, to bargaining unit members in active status excluding seasonal employees;

f) effective the first full pay period on or after July 1, 2023, the pay rates for all classifications shall be increased 2.5%, except that seasonal employees shall not be entitled to retroactive pay;

g) effective the first full pay period on or after July 1, 2024, the pay rates for all classifications shall be increased 2.0%, except that seasonal employees shall not be entitled to retroactive pay.

BE IT FURTHER RESOLVED, that the Side Letter of Agreement authorizing the Forest Preserves to request reclassification of various Local 700 positions in accordance with the Forest Preserves' Employment Plan and Supplemental Policies Manual to increase the wages as specified therein is approved.

BE IT FURTHER RESOLVED, that the Healthcare Plan shall be revised as follows:

HEALTHCARE (See Cook County Health Plan Design/Appendix C)

| Item                  | Upon Approval by Forest Preserves Board |           |           |  |
|-----------------------|-----------------------------------------|-----------|-----------|--|
| HMO Health Insurance  | Current                                 | 12/1/2022 | 12/1/2023 |  |
| Employee Only         | 1.50% 1.75% 2.25%                       |           |           |  |
| Employee + Spouse     | 2.00% 2.50% 3.25%                       |           |           |  |
| Employee + Child(ren) | 1.75% 2.25% 2.75%                       |           |           |  |
| Employee + Family     | 2.25% 3.00% 4.00%                       |           |           |  |
| PPO Health Insurance  | Current                                 | 12/1/2022 | 12/1/2023 |  |
| Employee Only         | 2.50% 2.75% 3.25%                       |           |           |  |
| Employee + Spouse     | 3.00% 3.50% 4.25%                       |           |           |  |
| Employee + Child(ren) | 2.75% 3.25% 3.75%                       |           |           |  |
| Employee + Family     | 3.25% 4.00% 5.00%                       |           |           |  |

Emergency Room Copay Increased to \$100.00, effective December 1, 2022.

Out of Pocket Maximum (PPO)

|          |                                                 |
|----------|-------------------------------------------------|
| Current: | \$1,600/\$3,200 (single/family; in network)     |
|          | \$3,200/\$6,400 (single/family; out of network) |
| 12/1/22  | \$2,000/\$4,000 (single/family; in network)     |
|          | \$4,000/\$8,000 (single/family; out of network) |

BE IT FURTHER RESOLVED, that Teamsters Local 700 members who retired from the Forest Preserves after July 1, 2021 are eligible for retroactive pay from July 1, 2021 for hours worked in a union position included in the Collective Bargaining Agreement negotiated between the Forest Preserves and Teamsters Local 700; but shall not be eligible to receive any one-time payments that this Board authorizes to be paid to active collective bargaining unit employees.

BE IT FURTHER RESOLVED, that the Forest Preserves' Director of Human Resources, Chief Financial Officer, and Comptroller are hereby authorized to implement the Salary Schedule, wage adjustments and healthcare provisions as negotiated and otherwise outlined above.

BE IT FURTHER RESOLVED, that the Forest Preserves' Comptroller is hereby directed to make all payments consistent with this resolution.

Adopted this 14th day of June 2022.

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:**

**Code sections:**

**Attachments:**

| Date      | Ver. | Action By                  | Action             | Result |
|-----------|------|----------------------------|--------------------|--------|
| 6/14/2022 | 1    | FPD Board of Commissioners | approve as amended | Pass   |
| 5/10/2022 | 1    | FPD Board of Commissioners | refer              | Pass   |

## PROPOSED RESOLUTION

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| Employee Only                   | 1.50%                                          | 1.75%                | 2.25%                |
| Employee + Spouse               | 2.00%                                          | 2.50%                | 3.25%                |
| Employee + Child(ren)           | 1.75%                                          | 2.25%                | 2.75%                |
| Employee + Family               | 2.25%                                          | 3.00%                | 4.00%                |
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