



Legislation Text

File #: 20-0253, **Version:** 1

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, 2018 through December 31, 2020 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 signing bonuses 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 signing bonuses were accounted for in the 2020 Annual Appropriations Ordinance as approved by the Forest Preserves Board of Commissioners on November 19, 2019 (Agenda Item No. 19-0419); 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 do hereby approve the Collective Bargaining Agreement, which includes the Salary Schedule, wage adjustments, and signing bonuses negotiated between the Forest Preserves and Teamsters Local 700 as follows:

- (a) effective upon board approval of the Collective Bargaining Agreement, \$1,200 lump sum bonus to be paid to all bargaining unit members in active status as a separate transaction on payroll closest to thirty (30) days after approval by Board
- (b) effective the first full pay period on or after July 1, 2019 the pay rates for all classifications shall be increased 2.00%
- (c) effective the first full pay period on or after July 1, 2020 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after July 1, 2019, the first five steps of the salary chart shall increase by 0.5%
- (e) effective the first full pay period on or after July 1, 2019, for longevity steps 1, 2, 3 and 4, pay differential increases from 1% to 2%.

BE IT FURTHER RESOLVED, that the Healthcare Plan (Appendix B) shall be revised as follows:

<u>Item</u>	<u>Upon Approval by Forest Preserves Board</u>
RX Co-Pay	Increase to \$15/30/50 from \$10/25/40
Emergency Room Co-Pay	Increase to \$100 from \$75

BE IT FURTHER RESOLVED, that Teamsters Local 700 members who retired from the Forest Preserves after July 1, 2019 are eligible for retroactive pay from July 1, 2019 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 the bonus 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 28th day of July, 2020.