



## Legislation Details (With Text)

<b>File #:</b>	15-0584	<b>Version:</b>	1	<b>Name:</b>	PROPOSED COLLECTIVE BARGAINING AGREEMENT, SALARY SCHEDULE, WAGE ADJUSTMENTS AND HEALTHCARE PLAN RESOLUTION
<b>Type:</b>	Resolution	<b>Status:</b>			Approved
<b>File created:</b>	9/25/2015	<b>In control:</b>			Labor Committee
<b>On agenda:</b>	11/17/2015	<b>Final action:</b>			12/15/2015
<b>Title:</b>	PROPOSED RESOLUTION				

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

WHEREAS, the Illinois Public Employee 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 revisions, for the period of January 1, 2013 through December 31, 2017 covering various employees in the Maintenance and Resource Management Departments of the Forest Preserve Preserves of Cook County (the "Preserves") have been negotiated between the Preserves and Teamsters Local 700; and

WHEREAS, the general increases, wage adjustments and nominal signing bonuses that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; and

WHEREAS, the revisions to the current health care plan that have been negotiated are included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; and

WHEREAS, the proposed health plan revisions impact both plan designs and employee contributions and are recommended to be implemented effective December 1, 2015 with additional contributions taking effect in fiscal year 2016; and

WHEREAS, the Preserves would like to provide similar retroactive and future salary increases, without adopting any of the other provisions referenced in the Collective Bargaining Agreement between the Preserves and Teamsters Local 700, to its full time employees who earn comparable wages and are not covered under a collective bargaining agreement ("Comparable Non-Union Employees"), as well as similar future salary increases to employees who are Grade 23 or lower and are not covered under a collective bargaining agreement ("Mid-Tier Non-Union Employees"); and

WHEREAS, the Preserves would like to provide all full time employees who are Grade 24 and are not covered under a collective bargaining agreement ("Grade 24 Employees") an increase in salary, based on the length of time they have served in their current position, effective the first pay period in January 2016; and

WHEREAS, the Preserves would like to provide all part-time employees who are classified as Resource Management Aids and Nature Center Attendants and are not entitled to receive health care benefits an increase in their hourly rate of compensation; and

WHEREAS, in addition to providing cost of living adjustments for the Comparable Non-Union

Employees, Mid-Tier Non-Union Employees, and Grade 24 Employees (collectively, the "Total Non-Union Workforce"), it is further recommended that the health plan revisions implemented for the unionized workforce include the Total Non-Union Workforce; and

WHEREAS, the proposed revised health plans continue to provide excellent benefits coverage at reasonable rates to participating employees; and

WHEREAS, these healthcare plan revisions are a necessary improvement with both positive financial and administrative impacts.

NOW THEREFORE BE IT RESOLVED, that the President and the Board of Commissioners of the Preserves do hereby approve the Collective Bargaining Agreement, Salary Schedule, wage adjustments and nominal signing bonuses negotiated between the Preserves and Teamsters Local 700, as well as retroactive wage payments and salary increases for Comparable Non-Union Employees, who were duly appointed and are in active payroll status with the Preserves on the date of passage and approval of this Resolution as follows:

- (a) effective the first full pay period on or after July 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after July 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after July 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after January 1, 2016 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after January 1, 2017 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after July 1, 2017 the pay rates for all classifications shall be increased 2.00%

Collectively, subparts "a"-"f" identified above shall be deemed the "Negotiated Salary Adjustment Schedule."

BE IT FURTHER RESOLVED, that Teamsters Local 700 members only, and not any members of the Total Non-Union Workforce, who retired from the Preserves after July 1, 2013 are eligible for retroactive pay from July 1, 2013 for hours worked in a union position included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; but shall not be eligible to receive the nominal signing bonuses that this Board authorizes to be paid to active collective bargaining unit employees based on years of service.

BE IT FURTHER RESOLVED, that the President and the Board of Commissioners do hereby approve the Salary Schedule and Wage adjustments referenced in the Negotiated Salary Adjustment Schedule be provided to Mid-Tier Employees who are in active payroll status with the Preserves on the date this Resolution is approved with the exception that the Mid-Tier Non-Union Employees shall not be entitled to receive any retroactive wage payments.

BE IT FURTHER RESOLVED, that the President and the Board of Commissioners do hereby approve the following cost of living adjustments be provided to Grade 24 Employees who are in active payroll status with the Preserves on the date this Resolution is approved as follows:

Section 1. All Grade 24 employees in their current position as of June 1, 2013 shall receive a non-compounded 6.5% cost of living increase, effective the first full pay period on or after January 1, 2016.

Section 2. All Grade 24 Employees in their current position on or after June 2, 2013 through June 1,

2014 shall receive a non-compounded 5.5% cost of living increase, effective the first full pay period on or after January 1, 2016.

Section 3. All Grade 24 Employees in their current position on or after June 2, 2014 through November 1, 2015 shall receive a non-compounded 4.0% cost of living increase, effective the first full pay period on or after January 1, 2016.

BE IT FURTHER RESOLVED, that the President and the Board of Commissioners of the Preserves do hereby resolve that all part-time employees who are classified as Resource Management Aid and Nature Center Attendant shall have their hourly rate of compensation increased to \$15.12/hour and \$14.00/hour, respectively, effective the first full pay period on or after December 1, 2015; and

BE IT FURTHER RESOLVED, that the President and the Board of Commissioners of the Preserves do hereby approve the Preserves' and Cook County's healthcare plan to be revised along with any duly procured alternative health plans as follows for all employees who are members of Teamsters Local Union 700 and the Total Non-Union Workforce eligible to receive health benefits:

#### Cook County Benefit Overview

HMO(s)	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
Classic Blue Option	In Effect	Eliminated
Out of Pocket Maximum	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
Out of Pocket Maximum	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
Inpatient Facility	\$100 copay per admit	\$100 copay per admit
Preventive	\$10 copay	\$0 copay (100% Covered)
Other PCP / Urgent Care	\$10 copay	\$15 copay
Specialists	\$10 copay	\$20 copay
X-Ray / Diagnostic tests (performed in lab or hospital)	\$0 copay	\$0 copay
Accident / illness	\$10 copay	\$15 copay
Emergency Room	\$40 copay	\$75 copay

PPO	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
Deductible and Out of Pocket Maximum	Copay and Deductibles do not accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
Annual Deductible	\$125 / \$250 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
Out of Pocket Maximum	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
Inpatient Facility	90% In network / 60% Out of network	90% In network / 60% Out of network
Preventive	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)
PCP	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
Specialists	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
X-Ray / Diagnostic tests (performed in lab or hospital)	90% In network/60% Out of network	90% In network/60% Out of network
Accident / Illness	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
Emergency Room - In / Out of Network	\$40 copay	\$75 copay

BE IT FURTHER RESOLVED, that the 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 Preserves' Comptroller is hereby directed to make all

payments consistent with this resolution.

Adopted this \_th day of December, 2015.

**Sponsors:** TONI PRECKWINKLE (President)

**Indexes:** (Inactive) ARNOLD RANDALL, General Superintendent

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
12/15/2015	1	Labor Committee	recommend for approval	Pass
12/15/2015	1	FPD Board of Commissioners	approve	Pass
11/17/2015	1	FPD Board of Commissioners	refer	Pass

## PROPOSED RESOLUTION

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

**WHEREAS**, the Illinois Public Employee 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 revisions, for the period of January 1, 2013 through December 31, 2017 covering various employees in the Maintenance and Resource Management Departments of the Forest Preserve Preserves of Cook County (the “Preserves”) have been negotiated between the Preserves and Teamsters Local 700; and

**WHEREAS**, the general increases, wage adjustments and nominal signing bonuses that have been negotiated are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; and

**WHEREAS**, the revisions to the current health care plan that have been negotiated are included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; and

**WHEREAS**, the proposed health plan revisions impact both plan designs and employee contributions and are recommended to be implemented effective December 1, 2015 with additional contributions taking effect in fiscal year 2016; and

**WHEREAS**, the Preserves would like to provide similar retroactive and future salary increases, without adopting any of the other provisions referenced in the Collective Bargaining Agreement between the Preserves and Teamsters Local 700, to its full time employees who earn comparable wages and are not covered under a collective bargaining agreement (“Comparable Non-Union Employees”), as well as similar future salary increases to employees who are Grade 23 or lower and are not covered under a collective bargaining agreement (“Mid-Tier Non-Union Employees”); and

**WHEREAS**, the Preserves would like to provide all full time employees who are Grade 24 and are not covered under a collective bargaining agreement (“Grade 24 Employees”) an increase in salary, based on the length of time they have served in their current position, effective the first pay period in January 2016; and

**WHEREAS**, the Preserves would like to provide all part-time employees who are classified as Resource Management Aids and Nature Center Attendants and are not entitled to receive health care benefits an increase in their hourly rate of compensation; and

**WHEREAS**, in addition to providing cost of living adjustments for the Comparable Non-Union Employees, Mid-Tier Non-Union Employees, and Grade 24 Employees (collectively, the “Total Non-Union Workforce”), it is further recommended that the health plan revisions implemented for the unionized workforce include the Total Non-Union Workforce; and

**WHEREAS**, the proposed revised health plans continue to provide excellent benefits coverage at reasonable rates to participating employees; and

**WHEREAS**, these healthcare plan revisions are a necessary improvement with both positive financial and administrative impacts.

**NOW THEREFORE BE IT RESOLVED**, that the President and the Board of Commissioners of the Preserves do hereby approve the Collective Bargaining Agreement, Salary Schedule, wage adjustments and nominal signing bonuses negotiated between the Preserves and Teamsters Local 700, as well as retroactive wage payments and salary increases for Comparable Non-Union Employees, who were duly appointed and are in active payroll status with the Preserves on the date of passage and approval of this Resolution as follows:

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- (e) effective the first full pay period on or after January 1, 2017 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after July 1, 2017 the pay rates for all classifications shall be increased 2.00%

Collectively, subparts “a”-“f” identified above shall be deemed the “Negotiated Salary Adjustment Schedule.

**BE IT FURTHER RESOLVED**, that Teamsters Local 700 members only, and not any members of the Total Non-Union Workforce, who retired from the Preserves after July 1, 2013 are eligible for retroactive pay from July 1, 2013 for hours worked in a union position included in the Collective Bargaining Agreement negotiated between the Preserves and Teamsters Local 700; but shall not be eligible to receive the nominal signing bonuses that this Board authorizes to be paid to active collective bargaining unit employees based on years of service.

**BE IT FURTHER RESOLVED**, that the President and the Board of Commissioners do hereby approve the Salary Schedule and Wage adjustments referenced in the Negotiated Salary Adjustment Schedule be provided to Mid-Tier Employees who are in active payroll status with the Preserves on the date this Resolution is approved with the exception that the Mid-Tier Non-Union Employees shall not be entitled to receive any retroactive wage payments.

**BE IT FURTHER RESOLVED**, that the President and the Board of Commissioners do hereby approve the following cost of living adjustments be provided to Grade 24 Employees who are in active payroll status with the Preserves on the date this Resolution is approved as follows:

Section 1. All Grade 24 employees in their current position as of June 1, 2013 shall receive a non-compounded 6.5% cost of living increase, effective the first full pay period on or after January 1, 2016.

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Section 3. All Grade 24 Employees in their current position on or after June 2, 2014 through November 1, 2015 shall receive a non-compounded 4.0% cost of living increase, effective the first full pay period on or after January 1, 2016.

**BE IT FURTHER RESOLVED**, that the President and the Board of Commissioners of the Preserves do hereby resolve that all part-time employees who are classified as Resource Management Aid and Nature Center Attendant shall have their hourly rate of compensation increased to \$15.12/hour and \$14.00/hour, respectively, effective the first full pay period on or after December 1, 2015; and

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<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% In network/60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room - In / Out of Network</i>	\$40 copay	\$75 copay

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

Adopted this \_\_th day of December, 2015.