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**ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
JUNE 6, 2019**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
COUNTY OF COOK AND STATE OF ILLINOIS**

**RESOLUTION
TO APPROVE TENTATIVE AGREEMENTS
FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 508 AND
THE FEDERATION OF COLLEGE CLERICAL AND TECHNICAL PERSONNEL, LOCAL 1708, AFT, IFT,
AFL-CIO
OFFICE OF THE GENERAL COUNSEL**

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County of Cook and State of Illinois, (the “Board”) and the Federation of College Clerical and Technical Personnel, Local 1708 (“Local 1708”) are parties to (i) a collective bargaining agreement effective July 1, 2010 through June 30, 2016 concerning full-time clerical and technical personnel, and (ii) a collective bargaining agreement effective July 1, 2011 through June 30, 2017 concerning part-time clerical, technical and project personnel; and

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1708 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for each of (i) full-time clerical and technical personnel, and (ii) part-time clerical, technical and project personnel; and

WHEREAS, Local 1708 has advised the Board representatives that each of the tentative agreements between (i) the Board and the full-time clerical and technical personnel, and (ii) the Board and the part-time clerical, technical and project personnel have been ratified by Local 1708 membership; and

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 1708 concerning full-time clerical and technical personnel as summarized in the Executive Summary attached as Exhibit A, (ii) the tentative agreements between the Board and Local 1708 concerning part-time clerical, technical and project personnel as summarized in the Executive Summary attached as Exhibit B, (iii) the execution of a collective bargaining agreement, concerning full-time clerical and technical personnel, with Local 1708 by the Chair on behalf of the Board and (iv) the execution of a collective bargaining agreement, concerning part-time clerical, technical and project personnel, with Local 1708 by the Chair on behalf of the Board.

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois, hereby:

1. Approves the tentative agreements between the Board and Local 1708 including those set forth on the Executive Summary attached as Exhibit A and the Executive Summary attached as Exhibit B;
2. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with Exhibit A and authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to execute such collective bargaining agreement on behalf of the Board; and
3. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with Exhibit B and authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to execute such collective bargaining agreement on behalf of the Board

June 6, 2019- Office of the General Counsel

Exhibit A
Executive Summary – Full-Time Employees

Provision	Tentative Agreement
Term	7 year agreement – July 1, 2016 to June 30, 2023
Annual Increase	3% wage increase each year of the agreement
Healthcare	No changes to healthcare plan for 1708 employees
Post-retirement healthcare(per early retirement program)	As of July 1, 2023, instead of receiving 10 years of healthcare post retirement, current and future employees will receive 10 years of healthcare post retirement or Medicare eligibility – whichever occurs first (current retirees not affected)
Milestone Increases	<p style="text-align: center;">For all bargaining unit employees hired after January 1, 2013, the following service milestone increase shall apply:</p> <ul style="list-style-type: none"> • Employees employed continuously by the Board for at least 6 years but fewer than 14 years shall receive an increase to base compensation of \$3,000; • Employees employed continuously by the Board for at least 14 years but fewer than 20 years as of July 16, 2018, shall receive an increase to base compensation of \$5,000; and • Employees employed continuously by the Board for at least 20 years as of July 16, 2018, shall receive an increase to base compensation of \$7,000.
Release Time	Release time for all member’s to attend one Union meeting per semester, not to exceed one hour; if the meeting exceeds one hour, the paid release time is forfeit; and, two additional emergency meetings may be held each semester – the first is in paid release time and the second is unpaid.
Life Insurance	Increase benefit from \$70,000/\$35,000 to \$80,000/\$40,000 for active employees/retirees
Homeowner and Renter’s Insurance	Increase monthly contribution to employee’s homeowner or renter’s insurance from \$100 to \$200
Change in Work Schedules	Employees will be given no less than two weeks notice if their regular work schedule changes
Workforce Training	If the affected employee does not possess the required skills or knowledge to perform the required work in her new position, the Board agrees to provide reasonable training.
Distinguished Employee	On July 1 of each year, each College President shall select a distinguished Clerical-Technical employee who will receive a \$1000 merit payment.
Leave	Increase personal days to five, from three, available each year. Such days are charged to the sick employee’s sick bank.

Generally, terms and provisions of the collective bargaining agreement that are not expressly revised pursuant to a tentative agreement shall remain the same.

Exhibit B
Executive Summary – Part-Time Employees

Provision	Tentative Agreement
Term	6 year agreement – July 1, 2017 to June 30, 2023
Annual Increase	3% wage increase each year of the agreement
Minimum Hourly Pay	<p>Effective July 1, 2018, currently employed, hourly part-time employees whose 3.0% annual increase does not bring their hourly rate to at least \$13/hour shall have their hourly rate increased to \$13/hour. Effective July 1, 2018, the minimum hourly wage is \$13/hour.</p> <p>Effective July 1, 2019, currently employed, hourly part-time employees whose 3.0% annual increase does not bring their hourly rate to at least \$14/hour shall have their hourly rate increased to \$14/hour. Effective July 1, 2019, the minimum hourly wage is \$14/hour.</p>
Release Time	Release time for all member’s to attend one Union meeting per semester, not to exceed one hour; if the meeting exceeds one hour, the paid release time is forfeit; and, two additional emergency meeting may be held each semester – the first is in paid release time and the second is unpaid.
Health, Dental and Vision Insurance	Part-time employees are eligible to join CCC’s HMO plan and/or Group Dental and Vision Plan if they are regularly scheduled to work 15 (changed from 25) hours per week for the previous calendar year, at the employee’s cost.
Personal Care Benefit	<p>For those eligible employees participating in CCC’s HMO, CCC agrees to reduce the monthly premium for the HMO as follows:</p> <p style="text-align: center;">7/1/19 - \$100 7/1/20 - \$105 7/1/21 - \$110 7/1/22 - \$115 7/1/23 - \$120</p>
Tuition Benefit	Employees are eligible for a tuition waiver of up to 9 hours for transfer courses if the employee is regularly scheduled to work 15 (changed from 25) hours per week for the previous calendar year.
Change in Work Schedules	Employees will be given no less than two weeks notice if their regular work schedule changes
Leave	Employees receive 3 PTO days (changed from 2) to use for personal or family illness or bereavement if the employee is regularly scheduled to work 15 (changed from 25) hours per week for the previous calendar year.

Generally, terms and provisions of the collective bargaining agreement that are not expressly revised pursuant to a tentative agreement shall remain the same.