

# 33765

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 SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 73, AFL-CIO  
OFFICE OF THE GENERAL COUNSEL**

**WHEREAS**, the Board of Trustees of Community College District No. 508, Cook County and State of Illinois (the “Board”) and the Service Employees International Union, Local 73 (“Local 73”) are parties to a collective bargaining agreement effective July 1, 2015 through June 30, 2018 concerning janitorial personnel; and

**WHEREAS**, Board representatives have engaged in good faith collective bargaining with representatives of Local 73 as required by law and have reached tentative agreements with respect to changes in wages and other terms and conditions of employment for janitorial personnel; and

**WHEREAS**, Local 73 has advised the Board representatives that each of the tentative agreements between the Board and the janitorial personnel have been ratified by Local 73 membership; and

**WHEREAS**, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 73, concerning janitorial personnel, as set forth in Exhibit A; and (ii) the execution of a collective bargaining agreement, concerning janitorial personnel, with Local 73 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 73 including those set forth in Exhibit A; and
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.

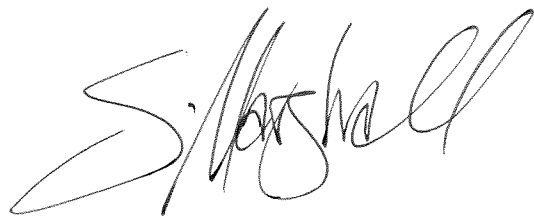
**June 6, 2019- Office of the General Counsel**

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508'S  
COUNTERPROPOSAL TO SEIU LOCAL 73**

**Proposal Number 10  
Article XI, Section 9  
JOB VACANCIES AND BIDDING**

The Agreement will be amended in whatever manner is necessary to accomplish the changes herein:

Whenever a building vacancy occurs in any job covered by this Agreement, said job shall be posted for bidding in a conspicuous place for fourteen (14) calendar days and all employees may apply for the job. The Employer also shall provide a copy of the job posting to the building steward. The posting shall contain a full description of the job duties, starting time and rate of pay. If employee's building seniority is not exercised, then system seniority shall apply in fillign the vacancy provided the employee meets the job requirements or has the ability to be trained to perform the job.



10/9/18



10/9/10





**THE BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508'S  
COMPREHENSIVE PACKAGE PROPOSAL  
TO SEIU LOCAL 73**

The Board of Trustees of Community College District No. 508 presents the following comprehensive package counterproposal to resolve all outstanding issues in the parties' collective bargaining negotiations for their agreement expiring June 30, 2021:

**Existing Tentative Agreements:**

Article V, Section 4 (Just Cause for Discipline and Discharge)

Article XI, Section 9 (Postings)

Article XV (Grievance Procedure and Arbitration)

**Article IV, Section 4 (Dues Deductions and Fair share)**

The Agreement will be amended in whatever manner is necessary to eliminate Article IV, Section 4(b) and any other references to fair share.

**Article VI (Wages)**

Delete Section 1 (Combined package) and reference to combined package in Section 2 (Wage Rates). Increase wages rates for janitor, project janitor, group leader, and supervisor in Section 2 by the following:

2.75% effective July 1, 2018

2.75% effective July 1, 2019

2.75% effective July 1, 2020

*to July 1, 2018*  
*includes retro for individuals on payroll as of the date of ratification*

**Article VIII, Section 3 (Eligibility for Holiday Pay Absences and Leaves of Absences)**

All bargaining unit employees must work the entire scheduled day before and entire scheduled day after a paid holiday in order to receive holiday pay, except when said employee has an approved leave of absence by the Employer. In the event a regular employee is absent for any reason, holiday pay will be paid to the regular employee during the period of the employee's first ninety (90) days of absence.

**Article IX, Section 1 (Paid Sick Days)**

d. In order to discourage sick day abuse, after the ~~second~~ third incident of a "zero hour day" in a twelve (12) month time frame, the employee will be given a written warning. After the ~~third~~ fourth incident of a "zero hour day" in a twelve (12) month time frame, that employee will be given a three day suspension. After the ~~fourth~~ fifth incident of a "zero hour day" in a twelve (12) month time frame, that employee will be terminate.

e. ~~An incident in Section (d) will not accrue if the employee provides a doctor's note.~~

**Article XII, Section 1 (Health Insurance)**

Modify the agreement as follows:

(a)(i) The employer shall contribute to the Local 25, SEIU Health and Welfare Plan a flat sum per month per active employee, excluding temporary employees. ~~Effective July 1, 2015, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will remain \$575.19 per month.~~

(ii) ~~Effective July 1, 2014, The Employees, through authorized payroll deduction shall continue to contribute \$97.33 per month to the Local 25, SEIU Health and Welfare Plan. Effective July 1, 2018, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be \$774.54 per month. Effective July 1, 2019, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be \$800.54 per month. Effective July 1, 2020, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be \$826.54 per month. Effective July 1, 2016, an additional \$112.68 per month shall be contributed to the Local 25 Health and Welfare Fund for each bargaining unit employee, which amount shall be allocated from the percentage increase in the Combined Package referred to in Article VI, Section 1 above. Effective July 1, 2017, an additional \$60.67 per month shall be contributed to the Local 25 Health and Welfare Fund for each bargaining unit employee, which amount shall be allocated from the percentage increase in the Combined Package referred to in Article VI, Section 1 above.~~

**All Other Proposals**

All other proposals and counterproposals shall be withdrawn.

City Colleges of Chicago  
J D [Signature] 4.5.19  
[Signature] 4/5/19