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ADOPTED
BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 508

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

JUL 3 - 2003

RESOLUTION

**COUNTY OF COOK
AND STATE OF ILLINOIS**

TO APPROVE

TENTATIVE AGREEMENT

**FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT BETWEEN CITY
COLLEGES AND INTERNATIONAL BROTHERHOOD OF FIREMAN AND OILERS,
LOCAL 7, AFL-CIO.**

WHEREAS, the Board and International Brotherhood of Fireman and Oilers, Local 7, AFL-CIO ("Local 7") are parties to a collective bargaining agreement effective July 1, 2001 which expired on June 30, 2003;

WHEREAS, City Colleges of Chicago representatives have engaged in good faith collective bargaining with representatives of Local 7 as required by law and have reached tentative agreements with respect to changes in wages, hours and other terms and conditions of employment of the employees represented by Local 7;

WHEREAS, the tentative agreements are set forth in the attachment Memorandum of Agreement dated June 24, 2003;

WHEREAS, the Chancellor recommends that the Board approve the tentative agreements with Local 7 and authorize the Chancellor or his designee to draft a collective bargaining agreement consistent with the attached tentative agreements to be submitted for execution by Local 7 and the Board Chairman.

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 reached by City Colleges of Chicago representatives and Local 7; and,
2. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with the attached Memorandum of Agreement dated June 24, 2003 submit the collective bargaining agreement for execution by Local 7 and the Board Chairman.

July 3, 2003



Tentative Agreements between Board of Trustees, Community College District No. 508 and National Conference of Firemen and Oilers

1. **Term of agreement:** July 1, 2003 to June 30, 2006

2. **Wage rates:**

7/1/03 – Base Rate Wage Freeze at current levels as follows:

Firemen \$24.57

7/1/04-Reopener

7/1/05 -Reopener

3. **Health and Welfare Fund Contributions:**

7/1/03 –Contribution frozen at \$37.36 per employee per day

7/1/04 – Re-opener

7/1/05 - Re-opener

4. **Vacation**

Populate for earned vacation through 12/31/03 and effective 1/1/04 change to accrual system (award on second paycheck of month) as follows:

Years of Service	Paid Vacation Days Accrued Per Month	Annual Accrual Rate	Maximum Accumulation
0 through 1 year	0.4167 days	5 days	5 days
2 through 7 years	0.834 days	10 days	15 days
8 through 15 years	1.25 days	15 days	22.5 days
15 through 20 years	1.67 days	20 days	30 days
20 or more years	2.0833	25 days	30 days

When an employee attains the maximum accumulation set forth above, earned vacation leave will be rolled over to the employee's sick leave bank until the employee's vacation bank is reduced below the maximum accumulation. Union and Employer agree to

schedule meetings with bargaining unit members to discuss and explain new accrual policy and schedule.

5. Sick leave

Change to accrual system as follows:

On July 1, 2003, all employees who were previously eligible to earn sick leave shall be awarded six (6) days of sick leave in a lump sum. Effective July 1, 2003, employees shall accrue sick leave on a monthly basis for each month in which an employee actually works or is on approved vacation leave at a rate of one-half ($\frac{1}{2}$) sick leave day per month, which shall be credited to the employee's sick leave bank on or after the second paycheck of each month.

Union and Employer agree to schedule meetings with bargaining unit members to discuss and explain new accrual policy and schedule.

AGREED:

Board of Trustees, Illinois Public Community
College District No. 508

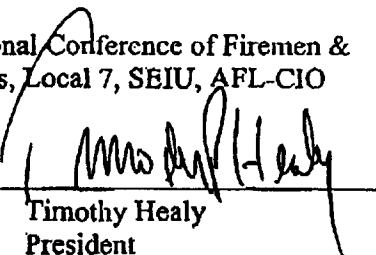
BY:


Joseph T. Moriarty
Associate General Counsel

DATE: June 30, 2003

National Conference of Firemen &
Oilers, Local 7, SEIU, AFL-CIO

BY:


Timothy Healy
President

DATE: June 30, 2003