

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

RESOLUTION

TO APPROVE

TENTATIVE AGREEMENT

**FOR SUCCESSOR COLLECTIVE BARGAINING AGREEMENT BETWEEN
BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508
AND THE COOK COUNTY COLLEGE TEACHERS UNION,
LOCAL 1600, FULL-TIME FACULTY AND PROFESSIONALS
ILLINOIS FEDERATION OF TEACHERS,
AFL-CIO.**

WHEREAS, the Board of Trustees of Community College District #508 ("Board") and the Cook County College Teachers' Union, Local 1600, AFL-CIO ("Local 1600") are parties to two collective bargaining agreements (Full-time Faculty and Professionals) effective July 15, 2004 which will expire on July 15, 2008; and

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1600 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 above referenced employees represented by Local 1600; and

WHEREAS, the summary of the tentative agreements are set forth in the attachment dated May 24, 2007; and

WHEREAS, the Chancellor recommends that the Board approve the attached summary of the tentative agreements with Local 1600.

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 the Board representatives and Local 1600 for Full-time faculty and Professionals; and,
2. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with the attached summary of the tentative agreements and authorizes the Chairman to execute the Agreement on behalf of the District.

May 24, 2007

CCCTU Local 1600
Tentative Agreements for 2008-2012 CBA

<u>Article/Section/Page</u>	<u>Change</u>	<u>FULL-TIME FACULTY</u>																												
Agreement/p.1	July 15, 2008 to July 15, 2013, reflected throughout contract.																													
Preamble/p.1	Add the following paragraph: "The Board and the Union acknowledge that as educational professionals, it is a central objective of all employees of the District, including the Local 1600 members covered by this contract, to work in partnership for the academic and educational success of the students we serve."																													
VI/A/p. 12-3 Appendix B Changes to be otherwise reflected throughout the contract where appropriate	<div style="display: flex; justify-content: space-between;"> <div style="width: 40%;"> <p>a. Salary Schedule (see table below) -<u>Training Specialists</u> --- will propose same percentage raises to training specialists.</p> <p>b. CCC agrees to give a one time lump sum of \$1000 to those faculty who are having their class load adjusted from 12/12 or 12/15 to 15/15.</p> <p>c. CCC proposes that all salaries under \$45,000 be eliminated by placing employees in a cell on the salary scale above \$45,000, without removing any steps from the current scale</p> <p>d. CCC proposes to move all employees with a Ph.D. to a cell on the salary scale of at least \$55,000</p> <p>e. CCC agrees that the Appendix B.1. Note applies as described by Union, but will not codify any other language to that extent. CCC agrees to move faculty affected by the Appendix B.1. Note.</p> </div> <div style="width: 55%;"> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <th colspan="4">CCC Proposal</th></tr> <tr> <th>Steps</th><th>Half Step + base Year 1,3& 5</th><th>% Total Year 1,3&5</th><th>Half-Step + Base% Total Year 2&4</th></tr> <tr> <td>1-5</td><td>2.25 +2.75 =</td><td>5.0</td><td>2.25 +1.0=3.25</td></tr> <tr> <td>6-10</td><td>2.25 +2.50 =</td><td>4.75</td><td>2.25 +1.0=3.25</td></tr> <tr> <td>11-19</td><td>2.25 +2.25 =</td><td>4.50*</td><td>2.25 +1.0=3.25</td></tr> <tr> <td>20-34</td><td>2.25 +2.00=</td><td>4.25*</td><td>2.25 +1.0=3.25</td></tr> <tr> <td>35+</td><td>0.00+ 2.00 =</td><td>2.0*</td><td>0.00 +2.0=2.00</td></tr> </table> <p>*Steps 15 and higher shall be moved on the steps pursuant to the Appendix B.1. Note. Those employees on step 35 or greater shall not receive a step increase pursuant to</p> </div> </div>		CCC Proposal				Steps	Half Step + base Year 1,3& 5	% Total Year 1,3&5	Half-Step + Base% Total Year 2&4	1-5	2.25 +2.75 =	5.0	2.25 +1.0=3.25	6-10	2.25 +2.50 =	4.75	2.25 +1.0=3.25	11-19	2.25 +2.25 =	4.50*	2.25 +1.0=3.25	20-34	2.25 +2.00=	4.25*	2.25 +1.0=3.25	35+	0.00+ 2.00 =	2.0*	0.00 +2.0=2.00
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	Appendix B.1.d.
VI/C/p. 15	Direct deposit provision stating that all employees with a direct deposit option at their bank shall enroll in the program by 1/1/2009. Employees are expected to enroll in a program at a financial institution that will allow direct deposit.
VII/A/p.21-2	Health Insurance- All insurance (health, dental, vision) shall be at a fixed rate of 13% of premium contribution by the employee. If the premium increases beyond 16%, the employee contribution is capped at that amount. The increased cost is picked up by the employer. Should the overall cost of the insurance increase by 20% in any calendar year, the parties agree to reopen the contract to bargain over options to decrease plan costs. Retiree health insurance shall be placed on the same fixed percentage contribution.
VII/B/p. 23 Appendix C/I/p.104	Life Insurance—Term life insurance for all employees and retirees increased to \$100,000.
VII/K/26-7	Retiree Salary Enhancement shall remain the same, and the dates shall be modified. CCC shall not have to contribute above the state mandated cap on enhancement.
VII/L/p.27	Distinguished Professorship Committee must have 3 union members and 3 administrators. Committee shall recommend one person to President who recommends to Chancellor. Criteria for distinguished professor created, and includes teaching excellence, service to students, community service, professionalism and service excellence.
VIII/B(1)(2)/p. 31-2	Load for all instructors other than English composition shall be 15/15. Variable teaching load hours modified proportionately, to reflect the increase on the normal course load.
VIII/H(4)(j)/p. 41	The requirement that administrators who teach a class must donate their salary from teaching to the CCC foundation has been removed.
VIII/J(2)/p. 47	CCC shall notify Spring faculty hires no later than October 15 that they will not be renewed for the following contract year. The employee has until November 1 to indicate to the college president his decision to continue to teaching or not. The dates for Fall faculty hires remains the same.
VIII/Q/p. 68	Distance learning- Instructors must demonstrate proficiency in teaching distance learning courses and with the appropriate technology. Faculty may teach up to 2 courses per semester, but only one for load. The second course shall be a stipend. Qualified CCC instructors shall have preference over outside lecturers.
	Change PROFESSIONALS
VI/A/p. 7	Health insurance changes shall be identical to changes made for full-time

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	faculty										
VI/B/p. 8	Life Insurance changes shall be identical to changes made for full-time faculty.										
VII/A(new 6)/p. 14	CCC agrees to grant parental leave pursuant to Board policy and the Family and Medical Leave Act.										
VIII/A/p. 15-6 And where appropriate	Wage increases as follows for full-time employees: 7/1/08 4.25% 7/1/09 4% 7/1/10 4% 7/1/11 4% 7/1/12 4%										
IX/D/ p. 17	Professional Development Fund increased to \$1200 per person from \$1000, but amount of overall pool of money does not increase. Eliminate obsolete language regarding additional funds for HWC and Truman.										
IX/F/p. 18	Number of Distinguished Professional Employees increased from 2 to 3.										
IX/New H/ p. 18	Conference pay- employees may apply for conference pay, not to exceed \$750 per year per employee. The conference pay is limited to 10 employees per college per year.										
Appendix I/p.77-79	<p>Part Time Professionals-</p> <ol style="list-style-type: none"> 1. New minimum wage for part time professionals who have a bachelor's degree or appropriate certification, and the degree is required for the job, shall have a minimum wage of \$13.40. 2. Wage increase as follows: On July 1, 2008, each part-time professional shall have a \$1.00 increase in wages. The yearly increases are below: <table border="1"> <tr> <td>July 1, 2008</td><td>July 1, 2009</td><td>July 1, 2010</td><td>July 1, 2011</td><td>July 1, 2012</td></tr> <tr> <td>\$1.00/hr.</td><td>\$0.75/hr.</td><td>\$0.70/hr.</td><td>\$0.65/hr.</td><td>\$0.65/hr.</td></tr> </table> <p>The minimum wage of \$13.40 for employees with bachelor's degrees, required for the position they hold, shall only be applied after the \$1.00/hr. increase on July 1, 2008.</p> <ol style="list-style-type: none"> 3. Tuition waiver at CCC for a credit course, one class per semester. 4. The number of paid excused absences in Appendix I, II(D) shall be increased from two (2) to three (3). All other language remains the same. 	July 1, 2008	July 1, 2009	July 1, 2010	July 1, 2011	July 1, 2012	\$1.00/hr.	\$0.75/hr.	\$0.70/hr.	\$0.65/hr.	\$0.65/hr.
July 1, 2008	July 1, 2009	July 1, 2010	July 1, 2011	July 1, 2012							
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