

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

**RESOLUTION**

**TO APPROVE**

**COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF  
TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508 AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 73, AFL-CIO**

**WHEREAS**, the Board and Service Employees International Union, Local 73, AFL-CIO, are parties to a collective bargaining agreement for janitorial employees, group leaders and working supervisors effective July 1, 2006 which expired on June 30, 2009, and

**WHEREAS**, City Colleges representatives have engaged in good faith collective bargaining with representatives of Service Employees International Union, Local 73, AFL-CIO (“Local 73” or “Union”) as required by law and have reached tentative agreements effective July 1, 2009 through June 30, 2012 with respect to changes in wages, hours and other terms and conditions of employment of the above referenced employees represented by Local 73; and

**WHEREAS**, the agreements are set forth in the attached tentative agreement dated December 16, 2009; and

**WHEREAS**, the Chancellor recommends that the Board approve the tentative agreements.

**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 73, as outlined in the attached summary; and,
2. Authorizes the Chancellor or her designee to draft a collective bargaining agreement consistent with the attached tentative agreement dated December 16, 2009 and submit the collective bargaining agreement for execution by Local 73 and the Board Chairman.

January 7, 2010

**SEIU Local 73**  
**Summary of proposed changes for July 1, 2009-June 20, 2012**

<u>Article/Section</u>	<u>Change</u>
Agreement	July 1, 2009 to June 30, 2012, reflected throughout contract.
VI/1 Wages  1.a.	<p><b>Wages</b>  The parties agreed to an increase of <b>\$.30 per hour</b> each year for three years of the contract. This represents an average increase of slightly <b>less than 2%</b> for each category of employee.</p> <p><b>Night shift differential:</b> The parties agreed to a differential of <b>\$.20 per hour</b> for employees who work a shift that begins after 9:00 p.m. This was prompted by KKC's implementation of a third shift; no other college currently has or contemplates a night shift. The District estimates this will cost an additional five to seven thousand dollars per year for each college that adopts a third shift.</p>
VIII/1. Holidays	<p><b>Holidays</b>  The District agreed to add the President's Day holiday, aligning this collective bargaining agreement with the faculty and clerical and technical workers.</p>
IX/1/Paid Leaves of Absence	<p><b>Paid sick days</b>  The number of sick days shall be increased 10 to 12, aligning the bargaining unit with full time faculty and clerical and technical workers.</p> <p><b>Vacation carry over: New provision</b></p>
IX/2/11	An employee is allowed to give 3 days advance notice of use of a personal day, instead of 5 days.
IX/3(h)/12	Clarified use of seniority in selection of vacation. Seniority is now based on system wide seniority, not college seniority.
IX/6/13	Union leave is allowed to attend a union convention or serve as a union officer, with two weeks notice and a time specific length given, up to two years. Leave shall result in no loss of seniority.
XII/1/18-19	On 7/1/07, CCC shall contribute to the Plan Trust an amount not to exceed a 10% increase over the current

	amount of \$410.53. On 7/1/08, CCC shall contribute to the Plan Trust an amount not to exceed 10% over the previous amount.
XV/1/23	If an employee waives his right to union representation in the grievance procedure, he must do so in writing.
Wages	The bargaining unit shall receive a base salary wage increase of 3.5% on 7/1/06, 3% on 7/1/07 and 3% on 7/1/08. The increase shall be retroactive to those employees who are currently employed and were on the active payroll on 7/1/06.

SUMMARY OF TENTATIVE AGREEMENTS ON NOVEMBER 24, 2009