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**ADOPTED - BOARD OF TRUSTEES COMMUNITY
COLLEGE DISTRICT NO. 508
SEPTEMBER 13, 2012**

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

RESOLUTION

TO APPROVE

**TENTATIVE AGREEMENT FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD
OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508 AND CCCTU, LOCAL 1600
(Full-time Faculty and Training Specialists and Professionals)**

WHEREAS, the Board of trustees of Community College District No. 508 (Board) and the Cook County College Teachers' Union, Local 1600, ("Local 1600") are parties to two collective bargaining agreements ("Full-time Faculty and Training Specialists" and "Professionals") effective July 16, 2008 through July 15, 2013;

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 employees represented by Local 1600;

WHEREAS, the terms of the agreement are set forth in the tentative agreement (See Exhibit A – Executive Summary Tentative Agreements for 2013-2018);

WHEREAS, the Chancellor recommends that the Board approve the tentative agreement;

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, as outlined in Exhibit A; and
2. Authorizes the Chancellor or her designee to draft a collective bargaining agreement consistent with the tentative agreement and to submit the collective bargaining agreement for execution by Local 1600 and the Board Chair.

September 13, 2012 - Office of the General Counsel

EXHIBIT A
BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT #508, CITY COLLEGES OF CHICAGO
 &
CCCTU, LOCAL 1600 (Full-time Faculty and Training Specialists)

EXECUTIVE SUMMARY

PROVISION	TENTATIVE AGREEMENT
Duration	<u>5-year</u> Agreement: July 16, 2013 to July 15, 2018.
Compensation	<u>Across the Board wage increases (full-time faculty and training specialists):</u> 7/16/13 0%. 7/16/14 2.5% 7/16/15 2.5% 7/16/16 2.5% 7/16/17 2.5%
Student Success Pay	Up to 1.0% of aggregate unit compensation in each contract year. Based on student success pay metrics and joint CCC-Union Committee.
Steps	Each faculty member and training specialist to get one full step increase in Fall 2013, if eligible. Step increase plan eliminated in Year 2 of the contract for current and future employees.
Lanes	Reduce from four lanes to three lanes for new employees only; professional experience is a criterion for lane advancement; maintain 11% increase for lane advancement: <ul style="list-style-type: none"> • Lane 1: Master's/entry; • Lane 2: Master's + 45 graduate credit hours in field of study + 5 years of teaching experience; PhD or terminal degree and 5 years of professional experience in field related to their area of teaching or 5 years of teaching experience; and • Lane 3: PhD or terminal degree and 10 years of professional experience in field related to their area of teaching or 10 years of teaching experience.
Benefits	Employee contribution to medical, dental, vision: 7/16/13 13%. 7/16/14 14% 7/16/15 15% 7/16/16 16% 7/16/17 16% *Local 1600 will participate in Wellness Plan. *HMO Illinois Plan is eliminated as a coverage option (unless change of doctor required). *All retirees must go on Medicare when Medicare eligible and Medicare B reimbursements end after current retirees' reimbursements have been satisfied, including suspended reimbursements. *Insurance coverage for deceased employee's dependents is eliminated. *Creation of a joint benefit committee to recommend insurance plan design changes annually.

Sick Days	<p>*Accumulation limited to 200 days.</p> <p>*No cash payout for sick days after July 1, 2014.</p> <p>*Sick days cannot be used for retirement enhancement, if pension costs are shifted to CCC as a result of any change in law.</p>
Substitutes	Department chair may designate a substitute for a class if an instructor is expected not to be able to teach that class without restriction.
Release time	All department chairs receive ½ teaching load release time (i.e., 7.5 hours per semester for non-English departments).
No strike clause	Yes.

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT #508, CITY COLLEGES OF
CHICAGO**
&
CCCTU, Local 1600 (Professionals)

EXECUTIVE SUMMARY

PROVISION	TENTATIVE AGREEMENT
Duration	<u>5-year</u> Agreement: July 16, 2013 to July 15, 2018.
Compensation	<p><u>Across the Board wage increases:</u></p> <p>7/16/13 2.5%. 7/16/14 2.5% 7/16/15 2.5% 7/16/16 2.5% 7/16/17 2.5%</p>
Student Success Pay	Up to 1.0% of aggregate unit compensation in each contract year for student facing professionals. Based on student success pay metrics and joint CCC-Union Committee.
Benefits	<p>Employee contribution to medical, dental, vision:</p> <p>7/16/13 13%. 7/16/14 14% 7/16/15 15% 7/16/16 16% 7/16/17 16%</p> <p>*Local 1600 will participate in Wellness Plan. *HMO Illinois Plan is eliminated as a coverage option (unless change of doctor required). *All retirees must go on Medicare when Medicare eligible and Medicare B reimbursements end after current retirees' reimbursements have been satisfied, including suspended reimbursements. *Insurance coverage for deceased employee's dependents is eliminated.</p>
Sick Days	<p>*Accumulation limited to 200 days. *Sick days cannot be used for retirement enhancement, if pension costs are shifted to CCC as a result.</p> <p>*No cash payout for sick days after July 1, 2014.</p>
No strike clause	Yes.