

31819
ADOPTED - BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MAY 2, 2013

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
THE FEDERATION OF COLLEGE CLERICAL AND TECHNICAL PERSONNEL
LOCAL 1708 – PART TIME EMPLOYEES AND PROJECT STAFF
AFT, IFT, AFLCIO**

WHEREAS, the Board and the Federation of College Clerical and Technical Personnel (“Local 1708 – Part Time”) are parties to a collective bargaining agreement effective July 1, 2007 through June 30, 2011;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1708 – Part-Time 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 1708 – Part-Time;

WHEREAS, the terms of the agreement are set forth in the tentative agreement (See Exhibit A – Executive Summary Tentative Agreement for 2011-2017);

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 1708 – Part-Time, 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 1708-Part Time and the Board Chair.

EXHIBIT A

**TENTATIVE AGREEMENT BETWEEN BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 508 AND
ILLINOIS FEDERATION OF TEACHERS, LOCAL 1708
PART-TIME EMPLOYEES AND PROJECT STAFF**

Executive Summary

Article/Section	Tentative Agreement
Duration	<i>6-year</i> Agreement: July 1, 2011 to June 30, 2017
Definitions Article II	“College Head” changed to “College President” throughout contract.
Union Board Relations Article IV(D)	Local 1708 part-time employee campus reps who attend a meeting called for by CCC shall not lose pay; but the meeting shall be scheduled to minimize lost work time.
Union Board Relations Article IV(L)-new	Side Letter between CCC and the Union allows Local 1708 Part-Time union bargaining team to be offered additional work by CCC to make up for lost time, if bargaining occurs during times when they would otherwise be scheduled to work.
Union Activities Article VII(A)(1) and (3)	Union meeting notices to College Presidents shall be in writing.
Attendance at Meetings of the Board Article VIII(B)	Board agenda shall be posted on the CCC website and a copy emailed to the Union President. Distribution of paper copies to the Union is discontinued. Sending a copy to College Union Representatives and the Union Treasurer is discontinued.
Insurance and Fringe Benefits Article IX(G) Education and Tuition	Employees regularly scheduled 25 hours per week shall be eligible to receive 9 credit hours at CCC (instead of 6, currently).
Initial Employment Policy Article X(A)(1)	Instead of distributing paper copies of CCC policies to new employees, CCC shall allow new employees access to the policies on its intranet web page.
Probationary Period Article X(B)(1)	Local 1708 Part-Time employee probationary period is changed from 365 days to 300 days.
Overtime Article X(G)6)	When overtime is required, the College will give 24 hours’ notice whenever possible. Previous language required 24 hours’ notice.
Compensatory Time Transfer Article X(G)(8)	An employee who voluntarily transfers between colleges shall be allowed to take her accrued comp time bank to the new college. If incoming college refuses to accept the comp time bank, the employee can turn down the transfer or have comp time paid out. Same as 1708 full-time union contract language.
Holiday Pay Article X(G)(9)-new	Double time for work on holidays.
New Work Rules Article X(J)(8)	New work rules copied to union 15 days prior to effective date; meet with union to discuss implementation.
Absenteeism Article X(J)(9)-new	Bereavement leave and leave for injuries covered by workers comp shall not be the basis for discipline of Local 1708 Part-Time employees. Similar to Local 1708 Full-Time employee contract language.
Special Assignment Forms Article X(L)	Special Assignment Forms are to be filled out using the CCC website instead of using paper forms.

Article/Section	Tentative Agreement
Emergency Closures Article X(M)-new	If the college is closed for emergency purposes, such as for weather, and CCC pays another bargaining unit for the closure, CCC shall also pay Local 1708 Part-Time employees as well.
Classification Review Committee Article X(N)-new	Allows access to the currently standing Classification Review Committee for Local 1708 Full-Time employees for one Local 1708 Part-Time employee representative, who may attend the committee meetings at no loss of pay.
Drug-Free Workplace Article X(O)-new	Outline for dealing with drug and alcohol testing and disciplinary policy; follows Local 1708 Full-Time employee contract language.
Security Cameras Article X(P) - new	CCC to notify Union of existing or planned cameras and allow inspection of video for grievance purposes; follows Local 1708 Full-Time employee contract language.
Violence, Threats & Harassment Article X(Q)-new	CCC committed to personal safety of all employees.
Paid Leaves Article (XI)(C)-new	Local 1708 Part-Time employees who average 25 or more hours per week for the previous calendar year shall receive two (2) non-bankable PTO days on July 1 to use for bereavement or illness for the next calendar year. Employees eligible under this section shall receive the equivalent of ½ a PTO day from the date of ratification until 6/30/13.
Salaries Article XII(B)	Hourly wage increases shall be as follows: 7/1/11 \$.25/hour 7/1/12 \$.25/hour 7/1/13 \$.25/hour 7/1/14 \$.35/hour 7/1/15 \$.35/hour 7/1/16 \$.35/hour Retroactive pay is available to all employees employed on the date of ratification.
Seniority Article XIII(A)(2)and (3)-new	Seniority stays with an employee moving from Unit II to Unit I. If there are conflicts in seniority between Local 1708 Part-Time employees, seniority is granted to the employee with the most years of continuous CCC service.
Reductions in Force Article XIII(B)(9)-new	Local 1708 Part-Time employees who are laid off and on a recall list may reject a lower 'grade' position, compared to the position the employee was laid off from, if offered by CCC and remain on the recall list.
Reductions in Force Article XIII(B)(10)-new	Local 1708 Part-Time employees who are laid off and on a recall list shall remain on the recall list if they agree to take a temporary or project position during their layoff period.
New Memorandum of Understanding	Part-time job titles to be included in the bargaining unit include: Lifeguard; Veterans Services Specialist; Hourly Support Staff; Project Part-Time Support Staff, Activity Leader and Head Lifeguard. The job title of Human Resources Assistant is excluded from the bargaining unit. Union to withdraw its grievance related to job titles.