

**32067**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**NOVEMBER 7, 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 LOCAL 399**  
**INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO**  
**OFFICE OF THE GENERAL COUNSEL**

**WHEREAS**, the Board and the International Union of Operating Engineers (Local 399) are parties to a collective bargaining agreement effective July 1, 2007 through June 30, 2012;

**WHEREAS**, Board representatives have engaged in good faith collective bargaining with representatives of Local 399 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 399;

**WHEREAS**, the terms of the agreement are set forth in the tentative agreement (See Exhibit A – Executive Summary Tentative Agreement for 2012 - 2015);

**WHEREAS**, the Chancellor recommends that the Board approves 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 399, 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 399 and the Board Chair.

**November 7, 2013 - Office of the General Counsel**

**EXHIBIT A**

**NEGOTIATIONS BETWEEN  
CITY COLLEGES OF CHICAGO  
AND  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 399**

**SUMMARY OF PROPOSED TERMS OF AGREEMENT**

1. **Wages:**

<b>Classification</b>	<b>Current</b>	<b>July 1, 2012</b> <b>\$0.97/hour increase</b>	<b>July 1, 2013</b> <b>\$0.99/hour increase</b>	<b>July 1, 2014</b> <b>\$1.01/hour increase</b>
<b>Chief</b>	\$47.30	\$48.27 2.05%	\$49.26 2.05%	\$50.27 2.05%
<b>Assistant Chief</b>	\$43.35	\$44.32 2.24%	\$45.31 2.23%	\$46.32 2.23%
<b>Engineer</b>	\$38.63	\$39.60 2.5%	\$40.59 2.5%	\$41.60 2.5%

**Trainees:**

<b>Classification</b>	<b>Current</b>	<b>July 1, 2012</b>	<b>July 1, 2013</b>	<b>July 1, 2014</b>
<b>Trainee Year 1</b>	\$12.00	\$13.00	\$13.00	\$13.00
<b>Trainee Year 2</b>	\$13.50	\$14.00	\$14.00	\$14.00
<b>Trainee Year 3</b>	\$14.50	\$15.00	\$15.00	\$15.00
<b>Trainee Year 4</b>	\$16.00	\$16.00	\$16.00	\$16.00

2. **Insurance/Health and Welfare:**

No increase in total contribution for life of Agreement.

3. **Pre-Tax Health Care Savings Accounts:**

Extend the existing City Colleges' program to bargaining unit employees.

4. **Training:**

Increase City Colleges' contribution to the IUOE Education and Training Fund from \$25 per month per employee to \$500 per year per employee.

5. **Inspector General Investigations:**

Add language to the Collective Bargaining Agreement setting forth procedures for investigation of bargaining unit members by the Inspector General. The language to be included in the Agreement has been agreed to by the Inspector General.

6. **Grievance and Arbitration Procedure:**

Revise language to accurately reflect the actual practice followed by the parties in processing grievances.

7. **Seniority:**

Change "building" seniority to "facility" seniority (which includes the main campus and satellites).

8. **Miscellaneous:**

Clarification of vacation and overtime scheduling procedures.