

**32501**  
**ADOPTED – BOARD OF TRUSTEES**  
**COMMUNITY COLLEGE DISTRICT NO. 508**  
**DECEMBER 11, 2014**

**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  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 73, AFL-CIO  
OFFICE OF THE GENERAL COUNSEL**

**WHEREAS**, the Board and Service Employees International Union, Local No. 73, AFL-CIO (“Local 73”) are parties to a collective bargaining agreement effective July 1, 2009 through June 30, 2012;

**WHEREAS**, Board representatives have engaged in good faith collective bargaining with representatives of Local 73 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 73;

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

**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 73, 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 73 and the Board Chair.

**EXHIBIT A**

**CITY COLLEGES OF CHICAGO  
&  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 73, AFL-CIO**

*Executive Summary*

Article/Section	Tentative Agreement																																
<b>Duration</b>	<ul style="list-style-type: none"> <li>•July 1, 2012 – June 30, 2015</li> </ul>																																
<b>Notice of Board Meetings and Agendas New Article</b>	<ul style="list-style-type: none"> <li>•Union President or designee to be notified of all regular and special Board Meetings and be provided with agenda packet at same time as agenda packets are transmitted to other participants.</li> </ul>																																
<b>Union Rights and Dues Article IV</b>	<p><b>Section 2 – Union Access to the Building:</b></p> <ul style="list-style-type: none"> <li>•Revised to provide that written permission of Campus Director of Auxiliary Services is necessary if conferences between individual employee and Union Official other than a steward exceed 30 minutes.</li> <li>•Representative must have prior written approval of the Associate Vice Chancellor of Administrative Services or the Campus Director of Auxiliary Services to enter building after normal business hours.</li> </ul>																																
<b>Employee Rights Article V</b>	<p><b>Section 4 – Just Cause for Discipline and Discharge:</b></p> <ul style="list-style-type: none"> <li>•Employer agrees to the principle of corrective, progressive discipline.</li> <li>•Employer will notify Employee and Union in writing if Employer believes employee’s conduct may warrant disciplinary action unless such advanced notice may adversely affect the investigation.</li> <li>•Disciplinary action will be placed in Employee’s personnel file and a copy of the disciplinary action will be provided to Employee and the Union.</li> </ul>																																
<b>Wages Article VI</b>	<p><b>Section 1 – Wage Rates:</b></p> <ul style="list-style-type: none"> <li>•Employees covered under the agreement will receive a \$.34/hour increase to their rate per hour effective July 1<sup>st</sup> of each year of the agreement as follows:</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th align="center" colspan="2"><b>Janitor</b></th> <th align="center" colspan="2"><b>Group Leader</b></th> </tr> </thead> <tbody> <tr> <td align="center">\$16.60</td> <td align="center">7/1/12 – 6/30/13</td> <td align="center">\$17.50</td> <td align="center">7/1/12 – 6/30/13</td> </tr> <tr> <td align="center">\$16.94</td> <td align="center">7/1/13 – 6/30/14</td> <td align="center">\$17.84</td> <td align="center">7/1/13 – 6/30/14</td> </tr> <tr> <td align="center">\$17.28</td> <td align="center">7/1/14 – 6/30/15</td> <td align="center">\$18.18</td> <td align="center">7/1/14 – 6/30/15</td> </tr> <tr> <th align="center" colspan="2"><b>Project Janitor</b></th> <th align="center" colspan="2"><b>Supervisor</b></th> </tr> <tr> <td align="center">\$17.19</td> <td align="center">7/1/12 – 6/30/13</td> <td align="center">\$18.09</td> <td align="center">7/1/12 – 6/30/13</td> </tr> <tr> <td align="center">\$17.53</td> <td align="center">7/1/13 – 6/30/14</td> <td align="center">\$18.43</td> <td align="center">7/1/13 – 6/30/14</td> </tr> <tr> <td align="center">\$17.87</td> <td align="center">7/1/14 – 6/30/15</td> <td align="center">\$18.77</td> <td align="center">7/1/14 – 6/30/15</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>•Wage increases are retroactive to 7/1/12 for employees on the payroll as of this date and that are currently working at the time of the ratification of the contract.</li> </ul>	<b>Janitor</b>		<b>Group Leader</b>		\$16.60	7/1/12 – 6/30/13	\$17.50	7/1/12 – 6/30/13	\$16.94	7/1/13 – 6/30/14	\$17.84	7/1/13 – 6/30/14	\$17.28	7/1/14 – 6/30/15	\$18.18	7/1/14 – 6/30/15	<b>Project Janitor</b>		<b>Supervisor</b>		\$17.19	7/1/12 – 6/30/13	\$18.09	7/1/12 – 6/30/13	\$17.53	7/1/13 – 6/30/14	\$18.43	7/1/13 – 6/30/14	\$17.87	7/1/14 – 6/30/15	\$18.77	7/1/14 – 6/30/15
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<b>Hours of Work, Scheduling and Work Week Article VII</b>	<b>Section 7 – Scheduling/Shift Changes:</b> <ul style="list-style-type: none"> <li>•Any change, addition, or elimination of a shift will remain in place for at least six (6) months, unless mutually agreed otherwise.</li> </ul>
<b>Working Conditions Article XI</b>	<b>Section 8 – Janitors job prerequisites, skills and duties:</b> <ul style="list-style-type: none"> <li>•Only employees who have received OSHA or similar training will be required to perform the dismantling and cleaning of light fixtures and/or high level work twelve feet and over from floor level.</li> </ul> <b>Section 9 – Job Vacancies and Bidding:</b> <ul style="list-style-type: none"> <li>•Whenever a building vacancy occurs in any job covered under the agreement, the job shall be posted for fourteen (14) calendar days.</li> </ul>
<b>Employee Benefits Article XII</b>	<b>Section 1 – Health and Welfare:</b> <ul style="list-style-type: none"> <li>•Effective as of July 1, 2013, the flat sum the Employer shall contribute to SEIU Health and Welfare Plan remains \$575.19 per month.</li> <li>•Effective July 1, 2013, Employees shall contribute \$54.00 per month toward Local 25 WEIU Health and Welfare Plan.</li> <li>•Effective July 1, 2014, Employees shall contribute \$97.33 per month to Local 25 SEIU Health and Welfare Plans.</li> <li>•Effective July 1, 2013, Employer will no longer contribute to the Prescription Drug Plan and Plan will no longer be made available to employees.</li> <li>•Board contributions to Plan Trust removed.</li> <li>•Provision regarding discussions on feasibility of fully paid family prescription drug coverage removed.</li> </ul>
<b>Seniority Article XIII</b>	<b>Section 1 – Definition and Breaks in Seniority:</b> <ul style="list-style-type: none"> <li>•All references to the “Building” have been changed to the term “Facility.”</li> </ul>
<b>Grievance Procedure and Arbitration Article XV</b>	<b>Section 1 – Step One:</b> <ul style="list-style-type: none"> <li>•Aggrieved employee if he or she so desires, shall consult with Director of Auxiliary Services at the College.</li> </ul>