RESOLUTION

TO APPROVE
TENTATIVE AGREEMENT FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT No. 508 (“BOARD”) AND
RADIO AND TELEVISION BROADCAST ENGINEERS, LOCAL NO. 1220, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL WORKERS (“IBEW LOCAL 1220”)
OFFICE OF THE GENERAL COUNSEL

WHEREAS, the Board and IBEW Local 1220 are parties to a collective bargaining agreement effective July 1, 2011 through June 30, 2014;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of IBEW Local 1220 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 IBEW Local 1220;

WHEREAS, the terms of the agreement are set forth in the tentative agreement (See Exhibit A – Executive Summary Tentative Agreement for 2014-2017);

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 IBEW Local 1220, 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 IBEW Local 1220 and the Board Chair.

January 8, 2015 - Office of the General Counsel
**Executive Summary**

<table>
<thead>
<tr>
<th>Article/Section/Page</th>
<th>Tentative Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreement</td>
<td>July 1, 2014 through June 30, 2017 reflected throughout the contract.</td>
</tr>
<tr>
<td>Art. I, p. 1</td>
<td>Duration of contract to reflect 7/1/14 through 6/30/17, retroactive wages and overtime premiums to all employees eligible to vote for ratification of this Agreement.</td>
</tr>
<tr>
<td>Art. III, (7), p. 10</td>
<td>Compensation- Strike the current language and replace with modified language regarding wages. Effective July 1, 2014, all current or part-time employees shall receive a wage increase of 4.5% on July 1, 2015 and a wage increase of 2.5% on July 1, 2016.</td>
</tr>
<tr>
<td>Art. V, New (6), p. 16</td>
<td>Professional development leave- Add the following new language: An employee with at least three (3) years of continuous service with the Employer shall be eligible for one Professional Development leave of absence without pay, provided application for such leave is submitted in writing to the Vice Chancellor of Human Resources and CCC Benefits Department at least 90 days prior to the date such leave is to begin. Such leave shall be subject to approval by the Vice Chancellor of Human Resources and WYCC management. Written approval of the Professional Development leave shall be provided to the employee. Such leave shall be fixed for a period of not less than four (4) months and no more than six (6) months, except that once the leave begins, the Employer may consider the employee’s request to reduce the period of the leave. A leave of absence will not be granted to enable an employee to take another job or to start his/her own business. The employee is responsible to pay for his/her portion of CCC provided benefits while on Professional Development leave. The Employer may, at its discretion, employ a replacement for an employee on a leave of absence. Upon returning from the leave of absence, the employee shall be returned to a similar position to that he/she was employed prior to such leave, if available.</td>
</tr>
<tr>
<td>Section</td>
<td>Text</td>
</tr>
<tr>
<td>---------</td>
<td>------</td>
</tr>
</tbody>
</table>
| Art. VI, (3), p. 17 | **Signature**-  
IN WITNESS WHEREOF, the parties by their duly authorized representatives have affixed their signatures hereto this day of 2012 2015. |
| New Side Letter, p. 21 | **Production Credits**-  
Add the following language in a side letter:  
In regards to credit at the end of a production, members of the bargaining unit will be recognized for the primary function that they perform. When additional duties and functions are performed by the same person, a meeting, if requested, will be held between the bargaining unit member and the Supervising Producer to discuss additional credits for the additional duties. Credits for additional duties and functions will not be unreasonably withheld.  
This letter shall not be subject to the grievance and arbitration procedure of the contract. |