

33159
ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MARCH 9, 2017

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

**RESOLUTION
TO APPROVE THE 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**

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, 2012 through June 30, 2015;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 73 as required by law and have reached a tentative agreement 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 –Term Sheet for tentative agreement for 2015-2018);

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 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.

March 9, 2017 - Office of the General Counsel

February 9, 2017

TERM SHEET BETWEEN CITY COLLEGES
AND SEIU LOCAL 73

This Term Sheet will confirm the terms of the parties' tentative agreement with respect to the successor collective bargaining agreement ("Agreement") covering the bargaining unit represented by the Service Employees International Union, Local 73 ("Union") at City Colleges of Chicago ("Employer").

The term of the Agreement shall be for three years: July 1, 2015 through June 30, 2018.

The parties have agreed that increases in the Wage Rates under Article VI, Section 1 and contributions to the Local 25 Welfare Fund shall be governed by a percentage increase in the Combined Package each year of the Agreement, and it is the Union's decision with respect to the allocation of increases to the Combined Package. The Combined Package is determined by adding the Weighted Average Hourly Wage and the Employer's monthly contribution to the Local 25 Welfare Fund, consisting of \$575.19.

The parties agree that the Combined Package as of June 30, 2015, was \$20.92/hr. The Combined Package shall be increased by 3.0% on each of July 1, 2015; July 1, 2016; and July 1, 2017.

The July 1, 2015 increase results in an increase in the Combined Package of \$0.63/hr. The Local 25 Welfare Fund has informed the parties that it will continue to offer coverage to members of the bargaining unit through the expiration of the Agreement provided that the total contribution per employee is increased to \$785.20 per month effective July 1, 2016 and to \$845.87 per month effective July 1, 2017. Accordingly, effective July 1, 2015, each classification represented by the Union shall receive an increase of \$0.63/hr. The resulting hourly wage for each classification is:

Janitor:	\$17.91
Project Janitor:	\$18.50
Group Leader:	\$18.81
Supervisor:	\$19.40

The July 1, 2016 increase results in an increase in the Combined Package of \$0.65/hr, all of which shall be contributed to the Local 25 Welfare Fund to account for the \$112.68/mo increase in the total required contribution to the Fund. The hourly wage for each classification shall remain unchanged for the second year of the Agreement.

The July 1, 2017 increase results in an increase in the Combined Package of \$0.67/hr. Of this amount, the Union agrees that \$0.35/hr of that increase shall be contributed to the Local 25 Welfare Fund to account for the \$60.67/mo increase in the total required contribution to the Fund. The remaining \$0.32/hr shall be allocated to increase the hourly wage in each classification (effective July 1, 2017):

Janitor:	\$18.23
Project Janitor:	\$18.82
Group Leader:	\$19.13
Supervisor:	\$19.72

All employees hired following the ratification of this Agreement shall be paid according to the following rates when employed in the Janitor classification:

During the 1st six months of employment:	\$2.90/hr below the incumbent Janitor rate
During the 2 nd six months of employment:	\$2.40/hr below the incumbent Janitor rate
During 2 nd year of employment:	\$1.90/hr below the incumbent Janitor rate

After completion of the 2nd year of employment, the new hire will be paid at the rate then applicable to incumbent Janitors.

The parties' tentative agreements with respect to Article VII, Section 2 and the Committee on Job Descriptions shall be incorporated into the Agreement.

The parties shall cooperate in preparing appropriate contract language embodying the above agreements.

Implementation of the successor Agreement is contingent upon ratification by the membership and by the Employer's Board of Trustees

AGREED:

Local 73, SEIU

By:



City Colleges of Chicago

By:

