

33818

ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
AUGUST 1, 2019

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

**RESOLUTION
TO APPROVE TENTATIVE AGREEMENTS
FOR A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF TRUSTEES OF
COMMUNITY COLLEGE DISTRICT NO. 508 AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS, AFL-CIO, AND ITS LOCAL #399
OFFICE OF THE GENERAL COUNSEL**

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County of Cook and State of Illinois, (the “Board”) and the International Union of Operating Engineers, AFL-CIO, And Its Local 399 (“Local 399”) are parties to (i) a collective bargaining agreement effective July 1, 2015 through June 30, 2018 concerning operating engineers; and

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 399 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for operating engineers; and

WHEREAS, Local 399 has advised the Board representatives that the tentative agreement between the Board and Local 399 has been ratified by Local 399 membership; and

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 399 concerning operating engineers as summarized in the attached exhibits, and (ii) the execution of a collective bargaining agreement, concerning operating engineers, with Local 399 by the Chair on behalf of the Board.

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 between the Board and Local 399 including those attached as Exhibit A; and
2. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with Exhibit A and authorizes the Chair, upon final approval of the General Counsel of the legal form of such agreement, to execute such collective bargaining agreement on behalf of the Board.

August 1, 2019- Office of the General Counsel

City Colleges' Comprehensive Tentative Agreement with IUOE Local 399

The Board of Trustees of Community College District No. 508 and the International Union of Operating Engineers Local 399 agree that the following changes shall be made to their collective bargaining agreement expired June 30, 2018:

1. **Term of the Agreement:** July 1, 2018 – June 30, 2023
2. **Article III, Section 7 (Union Dues and Fair Share):** Delete fair share language.
3. **Article IV, Section 4 (Benefit Package):** Delete as obsolete language.
4. **Article IV, Section 1 (Total Compensation Package):** ~~Effective July 1, 2015~~ Effective July 1, 2018, and each July 1 thereafter during the term of the successor Agreement, the Total Compensation Package for the classifications of Engineer, Assistant Chief Engineer, and Chief Engineer, shall increase by the percentage amount(s) specified below. For purposes of this Agreement, "Total Compensation Package" consists of the base hourly pay rate provided for in Article IV, Section 2; the contribution to the Health and Welfare Trust, International Union of Operating Engineers, Local 399, provided for in Article XII (which shall also include any contribution to the Health Reimbursement Account effective January 1, 2020); and the contribution to the IUOE Education and Training Fund, provided for in Article XIII.

As of June 30, 2018, the Total Compensation Package consisted of the following amounts for the classifications referenced above:

Engineer	\$50.81
Asst. Chief Engineer	\$55.93
Chief Engineer	\$60.21

Effective July 1, 2018, the Total Compensation Package shall increase by 2.75%. The Union shall be responsible for allocating the increase among the component parts of the Total Compensation Package and shall notify the Employer of the specific allocation.

Effective July 1, 2019, the Total Compensation Package shall increase by 2.75%. The Union shall be responsible for allocating the increase among the component parts of the Total Compensation Package and shall notify the Employer of the specific allocation.

Effective July 1, 2020, the Total Compensation Package shall increase by 3.00%, subject to the same allocation principles set forth above, except that the Union shall advise the Employer of the allocation no fewer than thirty (30) days prior to July 1, 2020.

Effective July 1, 2021, the Total Compensation Package shall increase by 3.00%, subject to the same allocation principles set forth above, except that the Union shall advise the Employer of the allocation no fewer than thirty (30) days prior to July 1, 2021.

Effective July 1, 2022, the Total Compensation Package shall increase by 3.00%, subject to the same allocation principles set forth above, except that the Union shall advise the

Employer of the allocation no fewer than thirty (30) days prior to July 1, 2022.

Effective July 1, 2019, trainee rates shall be adjusted to the rates below:

- Trainee year 1: \$14.25
- Trainee year 2: \$15.25
- Trainee year 3: \$16.50
- Trainee year 4: \$17.50

Effective July 1, 2021, trainee rates shall be adjusted to the rates below:

- Trainee year 1: \$15.00
- Trainee year 2: \$16.00
- Trainee year 3: \$17.00
- Trainee year 4: \$18.50

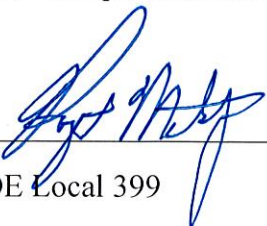
5. **Article XII (Health and Welfare):**

1. ~~Effective July 1, 2012, t~~The Board shall contribute the sum of \$192.00 per week in the amount determined pursuant to Article IV, Section 1 to the Health and Welfare Trust, International Union of Operating Engineers, Local 399, for each employee under this Agreement, beginning with the first full day of the month following the date of hire. Effective January 1, 2020, a portion of this contribution pursuant to Article IV, Section 1 may be allocated to a Health Reimbursement Account. The Board shall pay a full month of contributions for the month in which the employee terminates and insurance coverage shall cease at the end of that month. Paid vacations and holidays shall constitute time worked for purposes of this Section. ~~Effective July 1, 2015, the Board's contributions under this Section shall be in the amount determined pursuant to Article IV, Section 1.~~

6. Employees will be provided the opportunity to participate in the Board's existing pre-tax health care savings plan until December 31, 2019. Effective January 1, 2020, Employees will not be eligible to participate in the Board's existing pre-tax health care savings plan but will be eligible to participate in the Health Reimbursement Account for the Health and Welfare Trust, International Union of Operating Engineers, Local 399 as set forth in Article XII, Section 1.

Paragraphs 2-5 and 7 remain status quo.

- 6. All other proposals and counterproposals are withdrawn.
- 7. The parties shall cooperate in drafting contract language consistent with these agreements.



 IUOE Local 399

 Board of Trustees of Community
 College District No. 508