WHEREAS, the Board of Trustees of Community College District No. 508, Cook County and State of Illinois (the “Board”) and the Service Employees International Union, Local 73 (“Local 73”) are parties to a collective bargaining agreement effective July 1, 2015 through June 30, 2018 concerning janitorial personnel; and

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 and other terms and conditions of employment for janitorial personnel; and

WHEREAS, Local 73 has advised the Board representatives that each of the tentative agreements between the Board and the janitorial personnel have been ratified by Local 73 membership; and

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 73, concerning janitorial personnel, as set forth in Exhibit A; and (ii) the execution of a collective bargaining agreement, concerning janitorial personnel, with Local 73 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 73 including those set forth in 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.

June 6, 2019- Office of the General Counsel
The Agreement will be amended in whatever manner is necessary to accomplish the changes herein:

Whenever a building vacancy occurs in any job covered by this Agreement, said job shall be posted for bidding in a conspicuous place for fourteen (14) calendar days and all employees may apply for the job. The Employer also shall provide a copy of the job posting to the building steward. The posting shall contain a full description of the job duties, starting time and rate of pay. If employee’s building seniority is not exercised, then system seniority shall apply in filling the vacancy provided the employee meets the job requirements or has the ability to be trained to perform the job.
TENTATIVE AGREEMENT BETWEEN SEIU LOCAL 73 AND BOARD OF
TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508

Proposal Number 3
Article V, Section 5.4
JUST CAUSE FOR DISCIPLINE AND DISCHARGE

The Agreement will be amended in whatever manner is necessary to accomplish the changes herein:

Employees may not be discharged, suspended, disciplined or otherwise penalized without just cause. The Employer agrees to administer corrective, progressive discipline. Employees shall conform to the Employer’s rules and any policies. The Employer agrees to administer disciplinary action in a timely manner and in accordance with the procedures set forth in the Employer’s Board rules.

SEIU Local 73 Date

Bd. of Trustees Date

Comm. College Dist. No. 508
The Agreement will be amended in whatever manner is necessary to accomplish the changes herein:

Add the following to Step 1:

The Director of Auxiliary Services shall respond to the grievance within ten (10) working days after receipt. If the Director of Auxiliary Services does not respond within ten (10) working days, the grievance shall be considered denied, and the Union Representative or aggrieved employees shall have the right to advance it to the next step.

Add the following to Step 2:

The College President or designee shall respond to the grievance within ten (10) working days after receipt or meeting with the Union. If the College President or designee does not respond within ten (10) working days, the grievance shall be considered denied, and the Union Representative or aggrieved employees shall have the right to advance it to the next step.

SEIU Local 73
Date

Bd. of Trustees
Comm. College Dist. No. 508
Date
THE BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508’S COMPREHENSIVE PACKAGE PROPOSAL TO SEIU LOCAL 73

The Board of Trustees of Community College District No. 508 presents the following comprehensive package counterproposal to resolve all outstanding issues in the parties’ collective bargaining negotiations for their agreement expiring June 30, 2021:

Existing Tentative Agreements:

Article V, Section 4 (Just Cause for Discipline and Discharge)

Article XI, Section 9 (Postings)

Article XV (Grievance Procedure and Arbitration)

Article IV, Section 4 (Dues Deductions and Fair share)

The Agreement will be amended in whatever manner is necessary to eliminate Article IV, Section 4(b) and any other references to fair share.

Article VI (Wages)

Delete Section 1 (Combined package) and reference to combined package in Section 2 (Wage Rates). Increase wages rates for janitor, project janitor, group leader, and supervisor in Section 2 by the following:

2.75% effective July 1, 2018

2.75% effective July 1, 2019

2.75% effective July 1, 2020

Article VIII, Section 3 (Eligibility for Holiday Pay Absences and Leaves of Absences)

All bargaining unit employees must work the entire scheduled day before and entire scheduled day after a paid holiday in order to receive holiday pay, except when said employee has an approved leave of absence by the Employer. In the event a regular employee is absent for any reason, holiday pay will be paid to the regular employee during the period of the employee’s first ninety (90) days of absence.

Article IX, Section 1 (Paid Sick Days)

d. In order to discourage sick day abuse, after the second third incident of a “zero hour day” in a twelve (12) month time frame, the employee will be given a written warning. After the third fourth incident of a “zero hour day” in a twelve (12) month time frame, that employee will be given a three day suspension. After the fourth fifth incident of a “zero hour day” in a twelve (12) month time frame, that employee will be terminate.

e. An incident in Section (d) will not accrue if the employee provides a doctor’s note.

includes retro for individuals on payroll as of the date of ratification
Article XII, Section 1 (Health Insurance)

Modify the agreement as follows:

(a)(i) The employer shall contribute to the Local 25, SEIU Health and Welfare Plan a flat sum per month per active employee, excluding temporary employees. Effective July 1, 2015, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will remain $575.19 per month.

(ii) Effective July 1, 2014, the Employees, through authorized payroll deduction shall continue to contribute $97.33 per month to the Local 25, SEIU Health and Welfare Plan. Effective July 1, 2018, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be $774.54 per month. Effective July 1, 2019, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be $800.54 per month. Effective July 1, 2020, the flat sum the Employer shall contribute to the Local 25, SEIU Health and Welfare Plan will be $826.54 per month. Effective July 1, 2016, an additional $112.68 per month shall be contributed to the Local 25 Health and Welfare Fund for each bargaining unit employee, which amount shall be allocated from the percentage increase in the Combined Package referred to in Article VI, Section 1 above. Effective July 1, 2017, an additional $60.67 per month shall be contributed to the Local 25 Health and Welfare Fund for each bargaining unit employee, which amount shall be allocated from the percentage increase in the Combined Package referred to in Article VI, Section 1 above.

All Other Proposals

All other proposals and counterproposals shall be withdrawn.

[Signatures]

4-5-19