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**ADOPTED – BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
MARCH 7, 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 COOK COUNTY COLLEGE TEACHERS UNION, LOCAL 1600, AFT, AFL-CIO
OFFICE OF THE GENERAL COUNSEL**

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County, Illinois (the “Board”) and the Cook County College Teachers Union, Local 1600 (“Local 1600”) are parties to (i) a collective bargaining agreement effective July 16, 2013 through July 15, 2018 concerning faculty and training specialist, and (ii) a collective bargaining agreement effective July 16, 2013 through July 15, 2018 concerning full-time and part-time professionals;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1600 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for each of (i) faculty and training specialists, and (ii) professionals represented by Local 1600;

WHEREAS, Local 1600 has advised the Board representatives that each of the tentative agreements between (i) the Board and the faculty and training specialist, and (ii) the Board and the full-time and part-time professionals have been ratified by Local 1600 membership;

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 1600 concerning faculty and training specialist as summarized in the Executive Summary attached as Exhibit A, (ii) the tentative agreements between the Board and Local 1600 concerning full-time and part-time professionals as summarized in the Executive Summary attached as Exhibit B, (iii) the execution of a collective bargaining agreement, concerning faculty and training specialist, with Local 1600 by the Chair on behalf of the Board and (iv) the execution of a collective bargaining agreement, concerning full-time and part-time professionals, with Local 1600 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 1600 including those set forth on the Executive Summary attached as Exhibit A and the Executive Summary attached as Exhibit B;

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; and
3. Authorizes the Chancellor or his designee to draft a collective bargaining agreement consistent with Exhibit B 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

March 7, 2019- Office of the General Counsel

EXHIBIT A

Executive Summary - Faculty

Provision	Tentative Agreement
Term	4 year agreement – July 16, 2018 to July 15, 2022
Annual Increase	3% wage increase each year of the agreement
Starting Salary	\$53,000 for employees without a doctorate and \$60,000 for employees with a doctorate
Lanes	Lane adjustments to allow employees hired in Lane 1, Lane 2 and Lane 3 to be eligible for up to 3 lane advancements and employees hired in Lane 4 to be eligible for up to 2 lane advances
Healthcare	Eligible to enroll in (i) BlueAdvantage HMO and (ii) the PPO Plan. Healthcare, dental and vision contributions – each 15% of cost
Professional Development Degrees/Membership	Up to \$3,000 per employee for tuition for college courses and professional memberships; capped at an aggregate of \$474,000 per year
Professional Development Conferences/Travel	Up to \$3,000 per employee for professional conferences and travel; capped at an aggregate \$300,000 per year
Leave	Maternity Leave – 4 weeks paid maternity leave for non-surgical birth and 6 weeks paid maternity leave for surgical birth Parental Leave – 2 weeks paid parental leave
Summer Dept. Chair	3 contact hours at summer pay rate for each summer department chair
Librarian stipend	Provide librarians who are department chairs with a stipend equaling 6 hours per week
Health Sciences	Program director’s released time for the academic year shall be half teaching load per semester Summer director shall be given the equivalent of 3 contact hours at the summer rate
Release Time	Release time for an additional union negotiator when actively negotiating a contract; additional release time for other matters, including attending meetings and addressing grievances
Online Committee	Removal of online committee from contract

Provision	Tentative Agreement
Post-tenure review	Implement a task force to consider and develop recommendations regarding elements of a revised, non-punitive, post-tenure evaluation process that is faculty-driven, with oversight by the Provost
Post-retirement healthcare (per early retirement program)	Instead of receiving 10 years of healthcare post retirement, current and future employees will receive 10 years of healthcare post retirement or Medicare eligibility – whichever occurs first (current retirees not affected)
Grandfathered Healthcare Plans	Termination of grandfather PPO and grandfather HMO healthcare plans
Pre-disciplinary meetings	Pre-disciplinary meetings must occur within 14 days per outlined process
Rotation Points	Creation of a pilot program concerning accumulation of rotation points; administrative system to determine in what order employees

Generally, terms and provisions of the collective bargaining agreement that are not expressly revised pursuant to a tentative agreement shall remain the same.

EXHIBIT B

Executive Summary – Professionals

Provision	Tentative Agreement																						
Term	4 year agreement – July 16, 2018 to July 15, 2022																						
Annual Increase	3% wage increase each year of the agreement																						
Starting Salary	<table border="0"> <thead> <tr> <th><u>Grade</u></th> <th><u>Min. Salary</u></th> </tr> </thead> <tbody> <tr> <td>3</td> <td>\$ 30,370</td> </tr> <tr> <td>4</td> <td>\$ 33,484</td> </tr> <tr> <td>5</td> <td>\$ 38,168</td> </tr> <tr> <td>6</td> <td>\$ 43,510</td> </tr> <tr> <td>7</td> <td>\$ 49,603</td> </tr> <tr> <td>8</td> <td>\$ 56,547</td> </tr> <tr> <td>9</td> <td>\$ 65,930</td> </tr> <tr> <td>10</td> <td>\$ 74,135</td> </tr> <tr> <td>11</td> <td>\$102,808</td> </tr> <tr> <td>12</td> <td>\$113,714</td> </tr> </tbody> </table> <p align="center">Above minimums increase 3% per year</p>	<u>Grade</u>	<u>Min. Salary</u>	3	\$ 30,370	4	\$ 33,484	5	\$ 38,168	6	\$ 43,510	7	\$ 49,603	8	\$ 56,547	9	\$ 65,930	10	\$ 74,135	11	\$102,808	12	\$113,714
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Service Milestones	<p>Employees employed continuously by the Board for at least 6 years but fewer than 14 years shall receive an increase to base compensation of \$3,000</p> <p>Employees employed continuously by the Board for at least 14 years but fewer than 20 years as of July 16, 2018, shall receive an increase to base compensation of \$5,000</p> <p>Employees employed continuously by the Board for at least 20 years as of July 16, 2018, shall receive an increase to base compensation of \$7,000</p>																						
Healthcare	Eligible to enroll in (i) BlueAdvantage HMO and (ii) the PPO Plan. Healthcare, dental and vision contributions – each 15% of cost																						

Provision	Tentative Agreement
Professional Development Degrees/Membership	Up to \$3,000 per employee for tuition for college course and professional memberships; capped at an aggregate \$315,000 per year
Professional Development Conferences/Travel	Up to \$1,600 per employee for professional conferences and travel; capped at an aggregate \$140,000 per year
Leave	Maternity Leave – 4 weeks paid maternity leave for non-surgical birth and 6 weeks paid maternity leave for surgical birth Parental Leave – 2 weeks paid parental leave
Release Time	Release time for an additional union negotiator when actively negotiating a contract; 6 hours per week of release time for each Colleges' union chapter officer & 12 hours per week of release time for union officers; additional release time for other matters, including attending meetings and addressing grievances
Post-retirement healthcare (per early retirement program)	Instead of receiving 10 years of healthcare post retirement, current and future employees will receive 10 years of healthcare post retirement or Medicare eligibility – whichever occurs first (current retirees not affected)
Grandfathered Healthcare Plans	Termination of grandfather PPO and grandfather HMO healthcare plans
Pre-disciplinary meetings	Pre-disciplinary meetings must occur within 14 days per outlined process
Part-time Employees Annual Increase	3% wage increase each year of the agreement
Part-time Employees Wages	Part-time employees, who have obtained a high school diploma or GED, whose 3.0% annual wage increase does not bring their hourly rate to at least \$13.00 per hour shall have their hourly rate increased to \$13.00 per hour; Part-time employees, who have obtained an Associate Degree, whose 3.0% annual wage increase does not bring their hourly rate to at least \$15.00 per hour shall have their hourly rate increased to \$15.00 per hour; Part-time employees, who have obtained a Bachelor's degree, whose 3.0% annual wage increase does not bring their hourly rate to at least

Provision	Tentative Agreement
	<p>\$17.00 per hour shall have their hourly rate increased to \$17.00 per hour;</p> <p>Part-time employees, who have obtained a Master's or Higher degree, whose 3.0% annual wage increase does not bring their hourly rate to at least \$20.00 per hour shall have their hourly rate increased to \$20.00 per hour</p>
Part-time Employees Leave	Eligible for same maternity and parental leave as full-time employees
Part-time Employees Holidays	Receive certain holidays off

Generally, terms and provisions of the collective bargaining agreement that are not expressly revised pursuant to a tentative agreement shall remain the same.