

# 34327

**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 CITY COLLEGES CONTINGENT LABOR ORGANIZING COMMITTEE (CCCLOC), IEA-NEA**

**OFFICE OF THE GENERAL COUNSEL**

**WHEREAS**, the Board of Trustees of Community College District No. 508, Cook County, Illinois (the “Board”) and the City Colleges Contingent Labor Organizing Committee (“CCCLOC”) are parties to (i) a collective bargaining agreement effective July 1, 2012 through June 30, 2020 concerning part-time faculty, librarians, and vocational lecturers;

**WHEREAS**, Board representatives have engaged in good faith collective bargaining with representatives of CCCLOC as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for part-time faculty, librarians, and vocational lecturers;

**WHEREAS**, CCCLOC has advised the Board representatives that each of the tentative agreements between part-time faculty, librarians, and vocational lecturers have been ratified by CCCLOC membership;

**WHEREAS**, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and CCCLOC concerning part-time faculty, librarians, and vocational lecturers as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement, concerning part-time faculty, librarians, and vocational lecturers, with CCCLOC 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 CCCLOC including those set forth on the Executive Summary 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.

**October 7, 2021 - Office of the General Counsel**

## EXHIBIT A

### Executive Summary - CCCLOC

<b>Provision</b>	<b>Tentative Agreement</b>
<b>Term</b>	4-year agreement – July 1, 2020 to June 30, 2024
<b>Annual Increase</b>	2020 – 8% market adjustment for PT Faculty, 9% market adjustment for PT Librarians; 3% increase for PT Faculty & Librarians each subsequent year
<b>Definitions</b>	Defines “principal college” as college where faculty member has taught majority of their hours over a 2-year period; Principal college determined every semester; Faculty with an evenly split load or a second job category may request reassignment of principal college
<b>Unit Inclusion</b>	Explicitly includes vocational lecturers who have taught at least three credit hours in two semester and continue to teach three credit hours or more as the instructor of record
<b>Union Rights/Dues</b>	Removed language regarding fair share fees
<b>Assignment List</b>	Assignment list distributed on 10 <sup>th</sup> day of classes will include college, locations, course sections, course dates, and times
<b>TBA Availability</b>	Colleges and Union will make every effort to fill TBA assignments with existing unit members
<b>Professional Development</b>	Union representative will have at least 30 minutes but no more than 1 hour to present during orientation
<b>Teaching Materials</b>	For each course assignment, the part-time faculty member will be provided a hard or electronic copy of the course textbook to be returned at the end of the assignment; Part-time faculty teaching a course with the same hard copy textbook for the third time will be given a copy of the textbook if provided by the publisher at no cost; If a part-time faculty member has not received a course textbook or supplies by the beginning of the second week of the semester, they may ask the Department Chair for approval to purchase the book or materials from a third-party vendor and may be reimbursed pursuant to CCC reimbursement requirements; Textbooks or course materials purchased pursuant to this section becomes CCC property
<b>Evaluation and Observation</b>	Evaluation at principal college does not preclude evaluation at other colleges where an adjunct is scheduled to teach; Student evaluations shall be administered in one class every semester the adjunct teaches using the same form used for tenure-track faculty. Adjuncts can

<b>Provision</b>	<b>Tentative Agreement</b>
	choose which course is evaluated by students; Evaluations will not be used for employment decisions;
<b>Discipline</b>	Updated to remove reference to outdated Board Rule
<b>Maximum Contact Hours</b>	If a course with a lab component is seven contact hours, a part-time faculty member may teach up to two sections of the course; For composition courses that are co-requisites, faculty may teach up to four composition classes or twelve composition contact hours, whichever is less, as long as six of the hours are co-requisite classes
<b>Round Robin Distribution of Work</b>	CCC will grant a second round-robin course section assignment at the principal college for CCCLOC members who meet or exceed expectations in their observation rating
<b>Cancellation of Classes</b>	Department Chair will make a good faith effort to notify other chairs and Deans of Instruction of a displaced faculty member if cancellation occurred 5 or more days prior to the semester
<b>Credentialing</b>	Adjuncts may request a credential review at least 60 days before the semester; College will make reasonable efforts to respond in 45 days
<b>Grievance Procedure</b>	Allows for Chancellor's designee to handle Step 2 grievances
<b>Grievance Time</b>	Union will receive a total of 30 contact hours per academic year for grievances and other union related activities
<b>Lane Placement</b>	Employees with an Ed.D will be placed in Lane 3
<b>Over Enrollment Pay</b>	Removed Evening Maximums
<b>Online Course Development</b>	Outdated information removed from contract
<b>Prevailing Wage for Vocational Lecturers</b>	Vocational lecturers required to hold membership in a trade union will be paid at the prevailing rate for that trade union
<b>Substitute Pay</b>	The rate of pay for all course and librarian substitutes will be commensurate with that substitute's current rate of pay
<b>Paid Excused Absences</b>	Employees with 2 years of seniority receive 2 paid absences per semester and a 3 <sup>rd</sup> paid absence if an instructor is teaching 9 contact hours or more
<b>Personal Care Payments</b>	150 employees will be eligible for monthly personal care payments in the following amounts: July 2020 - \$144; July 2021 - \$151; July 2022 - \$159; July 2023 - \$167; July 2024 - \$175

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