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ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
DECEMBER 7, 2023

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 FEDERATION OF COLLEGE CLERICAL AND TECHNICAL PERSONNEL, LOCAL 1708, AFT, IFT, AFL-CIO
THE OFFICE OF THE GENERAL COUNSEL

WHEREAS, the Board of Trustees of Community College District No. 508, County of Cook and State of Illinois (the "Board") and the Federation of College Clerical and Technical Personnel, Local 1708, AFT, IFT, AFL-CIO ("Local 1708") are parties to a collective bargaining agreement effective July 1, 2016 through June 30, 2023 concerning full-time clerical and technical employees;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 1708 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for full-time clerical and technical employees represented by Local 1708;

WHEREAS, Local 1708 has advised the Board representatives that each tentative agreement between the Board and Local 1708 has been ratified by Local 1708 membership;

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 1708 concerning full-time clerical and technical employees as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement concerning full-time clerical and technical employees with Local 1708 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 1708 including those set forth on the Executive Summary attached as Exhibit A;
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.

November 2, 2023 – The Office of the General Counsel
EXHIBIT A

Executive Summary – Local 1708 Full-time Clerical and Technical Employees

Provision	Tentative Agreement
Term	5-year agreement – July 1, 2023 to June 30, 2028
Annual Increase	July 1, 2023 – 5.75%; July 1, 2024 – 5%; July 1, 2025 – 4%; July 1, 2026 – 3.75%; July 1, 2027 – 3%
Holidays	Full-time clerical and technical employees will receive additional paid holidays for Indigenous Peoples’ Day/Columbus Day, Veteran’s Day, and the first three days of Students’ Spring Break (as determined by CCC). The two floating holidays previously provided in lieu of Indigenous Peoples’ Day/Columbus Day and Veteran’s Day are eliminated.
Vacations	Vacation accrues in the following manner: 2 weeks for those with longevity of less than 5 years but at least one year; 3 weeks for those with longevity of 5 years up to 10 years; and 4 weeks for those with longevity of 10 years and over.
Health Insurance	As of January 1, 2024, annual increases for full-time clerical and technical employee contributions to health insurance are capped at 10%. If the annual insurance premium increases more than 20%, the parties will reopen negotiations over options to increase employee contributions and decrease plan costs.
Group Auto Insurance	Full-time clerical and technical employees are eligible for a \$200 car insurance payment per year towards the cost of such coverage provided by the Board’s group.
Voluntary Early Retirement	The cap for term life insurance available to early retirees is \$40,000, increased from \$35,000.
Discipline	Written warnings do not require a pre-disciplinary hearing. Employees who receive a written warning may request a meeting to discuss the discipline.
Personal Days	Effective July 1, 2024, each year full-time clerical and technical employees will receive 4 personal days which will no longer be deducted from the employee’s sick day bank.
Parental Leave	Upon approval of the tentative agreements by Local 1708 membership and the Board, full-time clerical and technical employees are eligible for paid parental leave in the following amounts: 8 weeks for a birth parent for a nonsurgical or surgical birth; 4 weeks for the birth of a child of a spouse or domestic partner; 4 weeks for adoption of a child. These periods may be combined with other earned time off, including vacation, sick days, and personal days.
Leaves of Absence	Full-time clerical and technical employees will be eligible for unpaid special leaves of absence if they have worked 1,000 hours in the previous twelve month period, decreased from 1,250, unless the required number of hours by State law changes.

Provision	Tentative Agreement
Salary Increases for Promotions	Full-time clerical and technical employees who are promoted into a higher salary grade will receive the higher of (i) the salary of the step of the new grade as the one from which they were promoted, or (ii) a 5% increase.
Tuition Reimbursement	Full-time clerical and technical employees are eligible for up to \$2,000 tuition reimbursement per fiscal year.

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