

34978

**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 part-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 part-time clerical and technical employees represented by Local 1708;

WHEREAS, Local 1708 has advised the Board representatives that each of the tentative agreements 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 part-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 part-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 - Office of the General Counsel

EXHIBIT A

Executive Summary – Local 1708 Part-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%
Minimum Salaries	Any part-time clerical and technical employee whose hourly rate is less than \$17 after the 5.75% increase will have their hourly rate set at \$17. The minimum starting salary for part-time clerical and technical employees will be \$17.
Personal Care Payments	Part-time clerical and technical employees who are paying for coverage under a group health insurance plan will be eligible for a monthly personal care payment from the Board. Effective July 1, 2023, the amount of the payment is \$150.00 per month, increasing to \$200.00 per month on July 1, 2024.
Tuition Waivers	Non-probationary part-time clerical and technical employees who are regularly scheduled to work 15 hours or more per week for the previous calendar year shall be eligible to enroll in an additional 3 credit hours for transfer courses up to a maximum of 12 credit hours for transfer courses on the Friday before the first day of class, if space is available.
Holidays	Part-time clerical and technical employees will receive the following paid holidays, if normally scheduled to work on the day of the week the holiday falls: Independence Day, Labor Day, Indigenous Peoples’/Columbus Day, Veteran’s Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, New Year’s Day, Martin Luther King, Jr.’s Birthday, President’s Day, Credit Student’s Spring Break Week (as determined by CCC), Memorial Day, Juneteenth, and Independence Day.
Discipline	Written warnings do not require a pre-disciplinary hearing. Employees who receive a written warning may request a meeting to discuss the discipline.
Leaves of Absence	Part-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.
Paid Time Off	Part-time clerical and technical employees will receive paid absences at the following rates, to be used within the same fiscal year: (i) Regularly scheduled for 15 or more hours per week: 4 paid absence days (ii) Regularly scheduled for 4 to 14 hours per week: 1 paid absence day.
Bereavement Leave	The Chancellor may approve paid leave up to the amount of their normal work week but not to exceed 5 working days to permit a part-time employee to attend the funeral, memorial service, or for bereavement of a

Provision	Tentative Agreement
	deceased parent, spouse, civil partner, child, brother, sister, grandparent, grandchildren, or in-laws.

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