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ADOPTED-BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
AUGUST 1, 2024

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
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL NO. 73, AFL-CIO
THE OFFICE OF THE GENERAL COUNSEL

WHEREAS, the Board of Trustees of Community College District No. 508, Cook County, Illinois (the "Board") and the Service Employees International Union, Local 73 ("Local 73") are parties to a collective bargaining agreement effective July 1, 2021 through June 30, 2024 concerning janitorial workers;

WHEREAS, Board representatives have engaged in good faith collective bargaining with representatives of Local 73 as required by law and have reached a tentative agreement with respect to changes in wages and other terms and conditions of employment for janitorial workers represented by Local 73;

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

WHEREAS, the Chancellor recommends that the Board approves (i) the tentative agreements between the Board and Local 73 concerning janitorial workers as summarized in the Executive Summary attached as Exhibit A, and (ii) the execution of a collective bargaining agreement concerning janitorial workers 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 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.

August 1, 2024 – The Office of the General Counsel

EXHIBIT A

Executive Summary – SEIU Local 73

Provision	Tentative Agreement
Term	3-year agreement – July 1, 2024 to June 30, 2027
Annual Increase	July 1, 2024 - \$2.00/hour July 1, 2025 - \$1.50/hour July 1, 2026 - \$1.00/hour
Probationary Period	Probationary period increased from 90 days to 120 days
Holidays	Added Juneteenth and New Year's Eve as paid holidays; Employee's birthday as paid holiday changed to a second floating holiday
Vacation	Employees receive one week of vacation upon hire, changed from one year of service required; Employees receive three weeks of vacation after 7 years of service, lowered from 8 years of service.
Sick Days	Employees begin to accrue sick days on the first day of employment; Zero Day and Half Zero Day defined for time missed by employees without using PTO; Sick time can be taken in 2 hour increments, down from 4 hours
Health Insurance	Employees authorized by SEIU may opt out of contributions to the SEIU Healthcare Trust
Overtime	Sick days will no longer be counted for calculation of overtime
Temporary Janitor Wages	Increased to the applicable minimum wage of the City of Chicago
Employee Benefits	Group Auto Insurance – increased from \$100/year to \$200/year per employee
Winter Break	Employees who work during a “winter break” announced by the Board will receive one personal day for each day worked.

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