

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
Local 20, CTW/CLC**

Representing Health Care Professionals

And

COUNTY OF COOK

Effective

December 1, 2004 through November 30, 2008

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COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Collective Bargaining Agreement is made and entered into by and between Local 20, Service Employees International Union, CTW/CLC, hereinafter referred to as the "Union," and the COUNTY OF COOK, hereinafter referred to as the "Employer" or "County."

ARTICLE I Recognition

Section 1.1 Representation:

The County recognizes the Union as the sole and exclusive representative for all employees of the County at Stroger Hospital of Cook County and Cermak Health Services of Cook County in the job classification set forth in Appendix A of this Agreement (except those employees working less than twenty (20) hours per week), and excluding all office employees, supervisors and all other employees.

Section 1.2 Union Membership:

The County does not object to Union membership by its employees, and believes that certain benefits may inure from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee as a condition of membership.

The County shall grant the Union thirty (30) minutes at the end of the orientation of new employees to present the benefits of union membership, at which time the Union may give the employees a copy of this Agreement.

The County and Union agree to communicate monthly regarding the time and place of the orientation. A steward designated by the Union shall be given reasonable notice of the orientation and he/she shall also be released with pay for such purpose.

Section 1.3 Dues Checkoff:

The Union has established a political action committee which is called SEIU COPE. Union members may contribute voluntarily to this committee to support the political activities of the Union.

The Employer agrees to deduct the contribution amount established by the committee per pay period from the wage of employees who voluntarily authorize in writing such deductions. Such amounts shall be forwarded in a separate check thirty (30) days after the close of the pay period for which the deductions are made.

Section 1.4 "Fair Share":

1. The County shall grant "Fair Share" to the Union in accordance with Sections 6(e)-(g) of the Illinois Public Labor Relations Act upon satisfactory demonstration to the County that the Union has more than fifty percent (50%) of the eligible employees in the bargaining unit signed up as dues paying members. Once this condition has been met, all employees covered by this Agreement will within thirty (30) days of the Union meeting said conditions or within thirty (30) days of their employment by the County either (1) become members of the Union and pay to the Union regular Union dues and fees or (2) pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours, and other conditions of employment.
2. Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.
3. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names of and addresses of all employee non-members of the Union from whose earnings the fair share payments shall be deducted and their work locations.
4. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, fifty percent (50%) of all fees being collected from non-union employees. The Union shall furnish objectors and the County with verification of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow accounts be interest bearing at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

5. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the County to change deductions from the earnings of non-members to said prescribed amount.

Section 1.5 Religion Exemption:

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to

pay an amount equal to their fair share of Union dues, as described in Section 1.4 of this Article, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6(g) of the Illinois Public Labor Relations Act.

Section 1.6 Indemnification:

The Union shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provision of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

Section 1.7 Fair Representation:

The parties agree that classifications and units of unrepresented employees shall be free to communicate with and to choose or not choose representation by the Union. Such a choice shall be made consistent with the Illinois Labor Relations Act and in accordance with the procedures established by the Illinois Labor Relations Board.

ARTICLE II

Declaration of Purpose and Authority of the County

Section 2.1 Community Interest:

The parties acknowledge the interest of the general community in the medical care offered by the Hospital and its employees, and declare their intent that this humanitarian service shall not be interrupted by reason of any dispute or disagreement among the Union, the Hospital or its employees. The purpose of this Agreement is to establish and maintain harmony and cooperation between the Hospital and the employees by setting forth the complete understanding between the County and Union with respect to wages, hours and other terms and conditions of employment of such employees, and to provide an orderly procedure for the prompt and fair disposition of any grievances that might arise, thereby assuring patients at the Hospital that, with the flexibility in the use of Hospital personnel provided herein, they will receive efficient and uninterrupted care at all time.

Section 2.2 County Authority:

For the purpose of assuring the maintenance of efficient and uninterrupted medical care, and recognizing that all functions of the Hospital are integrally related to such care, the parties agree that the County shall have full right and authority to manage all functions of the Hospital and to direct its employees, except as such rights are specifically limited by this Agreement. These rights include, but are not limited to, the right to manage the business of the Hospital; to determine standards of patient care; to develop and use new methods, procedures and equipment; to train employees; to decide whether to purchase or use its own personnel; to direct the working force; to determine the schedules and nature of work to be performed by employees, and the methods, procedures and equipment to be utilized by the employees in the performance of their work; to eliminate, consolidate and develop new classifications, operating units and departments;

to achieve the highest level of employee performance and production consistent with safety, good health and sustained effort; to make and enforce reasonable rules of conduct and regulations; to hire, layoff, promote and transfer employees, to discipline or discharge employees for just cause; to utilize employees wherever and however necessary in cases of emergency, or in the interest of patient care or the efficient operation of the Hospital; and to maintain safety, efficiency and order in the Hospital. The exercise or non-exercise of rights hereby retained by the County shall not be construed as waiving any such rights, or the right to exercise them in some other way in the future.

Section 2.3 County Obligation:

The Union recognizes that this Agreement does not empower the County to do anything that it is prohibited from doing by law.

Section 2.4 Employee and Management Obligation:

The parties recognize that there may be reasonable differences of opinion as to whether a particular work assignment to an employee is within a specific limitation of this Agreement. It is agreed that in such instance the employee shall comply with the assignment and shall then utilize the grievance procedure, if necessary, to settle the difference.

Section 2.5 Union and County Meetings Respecting Health Care:

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

The subjects of consolidations and/or closures of positions and the possible effects of staffing levels on patient care shall be appropriate topics at such meetings. This shall not preclude the Union from utilizing remedies otherwise available, if any.

Section 2.6 Membership Recognition:

The County will provide the Union with such opportunities as are necessary to orient new employees to the responsibilities and benefits of the Union. Appropriate Hospital officials will cooperate with the Union in effecting these orientation sessions. Upon request, a representative of management will attend these orientation conferences to confirm and clarify management's interest in a constructive relationship with health care professional employees and the Union. Orientation conferences may be during on duty time for employees subject to orientation and for Union stewards who are employees.

Section 2.7 Professional Authority:

In carrying out the policies of the County's management in the delivery of patient care, and in responding to other employee grievances, the County and the patient expect that no health care professional will use his/her professional authority to carry out Union policy that is different from that of the County.

Section 2.8 Union and County Meetings:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and County agree to meet periodically through designated representatives at the request of either party and at mutually agreed upon times and locations. The party requesting the meeting shall prepare a written agenda one (1) week prior to meeting if so asked by the other party. The Union and County shall each designate not more than five (5) representatives to a labor-management committee for this purpose. Both parties agree that prompt responses to issues raised in these meetings are of primary importance. Therefore, the time frame by which responses shall be provided to issues raised in these meetings will be determined by the designated representatives.

**ARTICLE III
Hours of Work and Overtime**

Section 3.1 Purpose of Article:

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours of work per day or days per week, or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week which may be required.

Section 3.2 Rest Periods:

The regular work day for a full-time employee shall consist of eight (8) consecutive hours of work within the twenty-four (24) hour period beginning at his/her scheduled starting time. The length of uninterrupted paid lunch periods and breaks presently granted at the hospital shall remain in effect, provided that total time for lunch and break is not less than one (1) hour. The regular pay period shall consist of two (2) regular work weeks.

Employees assigned to work overtime for a continuous period of four (4) hours or more beyond their regular work day will be granted an additional rest period of fifteen (15) minutes. Employees assigned to work overtime for a continuous period of eight (8) hours or more beyond their regular work day shall receive two (2) rest periods of fifteen (15) minutes and a forty-five (45) minute paid lunch period.

Section 3.3 Overtime Pay:

An employee shall be paid one and one-half (1-1/2) times the total of the employee's regular hourly rate (including any shift differential) for all hours worked in excess of eight (8) in any regular work day, or over eighty (80) in any regular pay period. Daily overtime pay shall not be paid for excess hours worked on any day because of a permanent change in an employee's

schedule, if the employee is free from all duty for at least eight (8) hours after completing his/her first eight (8) hours of work that day. Employees shall not be laid off from their regularly scheduled work to avoid the payment of overtime.

Section 3.4 No Duplication of Overtime Pay:

There shall be no pyramiding or duplicating of overtime pay. Hours compensated for at overtime rates under one provision of this Agreement shall be excluded as hours worked in computing overtime pay under any other provision. When two (2) or more provisions requiring the payment of overtime or other premium pay are applicable, the one (1) most favorable to the employee shall apply.

Section 3.5 Time Considered As Time Worked:

Paid vacation time and holiday time, including a compensating day off as defined in this Agreement, shall be considered as hours worked for the purpose of computing overtime.

Time spent on jury duty shall also be considered as time worked for overtime purposes.

Section 3.6 Weekends:

- A. A weekend is defined as beginning at 12:01 a.m. Saturday through 12 midnight Sunday.
- B. Except for health care professionals who request weekend work, the number of weekends off work shall be scheduled to be as equal as possible among health care professionals within each scheduling unit during each scheduling period.

Section 3.7 Rotation from Permanent Assignment - Cook County Hospital:

The parties agree to study the issue of rotation from permanent assignment in the Professional Committee within sixty (60) days of ratification of the Agreement.

Healthcare professionals may have areas of specialization and expertise to which they are assigned. Whenever possible, professional career interests should be taken into account by management.

Section 3.8 Flex Time:

Flex time schedules shall be granted for legitimate and compelling personal reasons when consistent with the operational needs of the hospital. Requests for flex time must be submitted by the employee at least two (2) weeks in advance or when the situation is first known to the employee but in no event less than one (1) week before the flex time schedule becomes effective. Flex time privileges may be canceled or suspended by the employer for legitimate operational reasons or due to misuse by the employee with proper timely notification.

Section 3.9 Call-In Pay:

In the event an employee is called into work and their services are no longer needed, the employee shall be paid a minimum of three (3) hours of their rate of pay.

Section 3.10 Provident Hospital:

The County shall establish work schedules two (2) pay periods in advance where they are normally and customarily used, the schedules shall be posted in the employee's department. After the work schedule has been posted changes shall be made only for legitimate hospital operations. Employees whose schedules are changed shall normally be notified at least seven (7) days in advance of the change. Employees shall not be laid off from their regular scheduled work to avoid the payment of overtime.

Employees may switch work shifts and days off either temporarily or permanently with approval from their department head or designee. The department head or designee shall respond to the requested change within seven (7) days of receiving the employee's written request.

Employees will not be required to be involved in developing policy manuals and will not be held responsible for the policy manual.

Section 3.11 Employee Health Service:

Employees incurring any occupational illness or injury shall be paid for time spent during their regular work day at the direction or request of the Hospital in obtaining medical care from Employee Health Service. Employees incurring non-occupational illness or injury during their regular work day shall be paid for time spent at the direction or request of the Hospital in obtaining emergent and urgent care from Employee Health Service, but shall not be paid for time spent thereafter in obtaining follow-up, long term or in-depth care from Employee Health Service or their private physician or health facility. Employees taking physical exams or obtaining clearances in return to work after a non-occupational illness or injury shall be paid for time so spent during the regular work day at the direction or request of the Hospital.

Section 3.12 Schedules:

The County shall establish work schedules one (1) pay period in advance where they are normally and customarily used, the schedules shall be posted in the employee's department. After the work schedule has been posted changes shall be made only for legitimate hospital operations. Employees whose schedules are changed shall normally be notified at least seven (7) days in advance of the change. Employees shall not be laid off from their regularly scheduled work to avoid the payment of overtime.

Employees may switch work shifts and days off either temporarily or permanently with approval from their department head or designee. The department head or designee shall respond to the requested change within seven (7) days of receiving the employee's written request.

ARTICLE IV
Seniority

Section 4.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be ninety (90) calendar days. The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority and may be terminated at any time during the probationary period for any lawful reason, and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of most recent hire.

Section 4.2 Definition of Seniority:

Seniority is an employee's length of most recent continuous employment at the Hospital since his/her last hiring date.

Section 4.3 Promotion and Layoff Preference:

In cases of promotion, layoff for a period in excess of five (5) days, and recalls for a period in excess of five (5) days, preference shall be given to employees as hereafter provided on the basis of:

- (i) Seniority, and
- (ii) Education requirements by state law.

When the qualifications and ability are equal among the employees involved, seniority as hereinafter provided shall be controlling.

Section 4.4 Promotion and Assignment: Non-ACHN:

- A. Vacant positions shall be posted concurrently on all posted boards in the Bureau of Health for a period of fourteen (14) days. Preferential consideration shall be given in accordance with Section 4.3 of this Article to employees in the bargaining unit in an equal or lower pay grades or classifications from within the Department/Division, then within the Hub Facility and Region, then other Hub Facilities/ACHN and finally the Bureau of Health before new employees are hired for the vacancy.
- B. In choosing between employees to fill a vacancy and also in case of promotion, employees shall be selected on the basis of qualifications for the position.

Seniority consideration shall be given by the Employer first to the needs of the profession, skills, ability, experience, and capacity to immediately perform the work.

- C. Employees in higher paying classifications may make application and will be considered by the Hospital for transfer to a lower paying classification. When an employee requests in writing a different regular assignment within his/her department and current job classification, a notation or record shall be kept by the department head. While these assignments within a department and classification are strictly the decision of management, consideration should be given whenever reasonably possible to senior employees desiring specific job assignments. The Hospital agrees to interview all qualified applicants from the bargaining unit and a response to an application shall be given thirty (30) days after the application process closes. Grant positions will be posted the same as all other positions.

Section 4.5 Promotion and Assignment: ACHN:

A ACHN - Fantus

Vacant positions shall be posted concurrently on all posted boards in the Bureau of Health for a period of fourteen (14) days. Preferential consideration shall be given in accordance with Section 4.3 of this Article to employees in the bargaining unit in an equal or lower pay grades or classifications from within the Region and JSH (Hub facility), then the other Hub Facilities and ACHN, and finally the Bureau of Health before new employees are hired for the vacancy.

B. ACHN - Other than Fantus

Vacant positions shall be posted concurrently on all posted boards in the Bureau of Health for a period of fourteen (14) days. Preferential consideration shall be given in accordance with Section 4.3 of this Article to employees in the bargaining unit in an equal or lower pay grades or classifications from within the Clinic, then the Hub Facility and Region, then other Hub Facilities/ACHN, and finally the Bureau of Health before new employees are hired for the vacancy.

- C. In choosing between employees to fill a vacancy and also in case of promotion, employees shall be selected on the basis of qualifications for the position.

Seniority consideration shall be given by the employer first to the needs of the profession, skills, ability, experience, and capacity to immediately perform the work.

- D. Employees in higher paying classifications may make application and will be considered by the Hospital for transfer to a lower paying classification. When an employee requests in writing a different regular assignment within his/her department and current job classification, a notation or record shall be kept by the department head. While these assignments within a department and classification are strictly the decision of management, consideration should be given whenever reasonably possible to senior employees desiring specific job assignments. The Hospital agrees to interview all qualified applicants from the bargaining unit and a response to an application shall be given thirty (30) days after the application process closes. Grant positions will be posted the same as all other positions.

Section 4.6 Floating to ACHN Clinics:

Employees normally assigned to a HUB Hospital may be utilized to cover unanticipated staffing shortages in the ACHN Clinics. Such staffing will be accomplished in the following order:

1. Volunteers will first be solicited.
2. If no one volunteers, employees will be floated on a rotating basis starting with the least senior.
3. Staffing will occur only within the region of the HUB Hospital.
4. Any travel required of an employee will be reimbursed in accordance with the Cook County Travel and Transportation Expenses Reimbursement Policy.
5. Subject to the County's rights set forth in the subcontracting provisions of this agreement, offsite Clinics established by the County shall have bargaining unit members doing established bargaining unit work.

Section 4.7 Reduction in Work Force:

The Union and the County agree that security in employment becomes relatively more important as employees increase their service at the Hospital. Should the County find it necessary to decrease the number of employees working within a job classification, the County shall give written notice to the Union at least three (3) weeks prior to the effective date of layoff of employees, except when a layoff of five (5) days or less is made under Section 4.3 of this Article, in which case no notice need be given before or after such period. During the interim period the County will meet with the Union to discuss any alternatives to the layoff of employees. Prior to the layoff of any bargaining unit employees the County shall first layoff all temporary and probationary County employees. Employees in the affected classifications shall be initially selected for layoff in accordance with Section 4.3 of this Article, and shall be given notice thereof at least two (2) weeks prior to the effective date, except when a layoff of five (5) days or less is made under Section 4.3 of this Article, in which case no notice need be given before or after such period. An employee so selected shall be transferred to any other classification in which there is a vacancy, or which is filled by another employee who has not completed his/her probationary period, or if neither such situation exists, the employee so selected shall be permitted to exercise bumping rights, all in accordance with Section 4.3 of this Article, as follows:

If Non-ACHN: First within the Department/Division, then Division/Department, then the Facility and then throughout the Bureau of Health

If ACHN: First within the Clinic, then the Region and Hub facility, then throughout the Bureau of Health

To the extent that it is consistent with the efficient operation of the Hospital and the seniority of the employees, those employees initially selected for layoff will be transferred to positions on the same shift as that worked by them immediately prior to being selected for layoff. Employees not

having the right to be transferred to any job shall be laid off, and employees initially selected for layoff may accept it in lieu of any transfer as provided in this Section. Employees laid off as a result of this procedure shall be subject to recall in accordance with the provisions of Section 4.3 of this Article before hiring new employees. Employees will be recalled to the classification held by them at the time of layoff, if a vacancy exists. Employees otherwise will be called to a vacancy in another classification, and subsequently returned to their classification prior to the layoff, all in accordance with Section 4.3 of this Article. Employees may refuse recall to a classification other than that from which there were laid off.

Section 4.8 Return to Former Job:

An employee who has been promoted, transferred or recalled to another job within the represented unit may be returned by the Hospital to the former job or status within a reasonable period, but not to exceed thirty (30) calendar days, if the employee does not demonstrate the ability and fitness to satisfactorily perform the job to which promoted, transferred or recalled. During such thirty (30) calendar days, an employee shall retain seniority in the job classification from which promoted, transferred or recalled, and only thereafter shall seniority be transferred to the new job classification. An employee who has accepted another job within the represented unit may ask to return to the former job within seven (7) calendar days after commencing work on the new job without loss of seniority in the old job.

Section 4.9 Return to Represented Unit:

An employee who has been promoted or transferred out of a represented unit, and who is later transferred back to the unit by the County, shall upon return to the unit be granted the seniority he/she would have had the employee continued to work in the classification from which promoted or transferred out of the unit; provided that such an employee may retain and exercise such rights under this Section on only one (1) occasion.

Section 4.10 Seniority List:

The County will furnish the Union a list showing the name, social security number, address, Business Unit/department, classification and last hiring date of each employee, and whether the employee is entitled to seniority or not. The County shall allow the Union to post a list that contains the name and last date of hire for each employee in a mutually agreed upon location within the department. The County will furnish the Union monthly reports of any changes to such list, and shall furnish a revised list every six (6) months. At any time an employee may challenge any error in his/her relative position on the list or seniority date as it appears on the list. A simple challenge form will be provided by the County. Challenges will be resolved and corrections made as soon as possible.

Section 4.11 Termination of Seniority:

An employee's seniority and employment relationship with the County shall terminate upon the occurrence of any of the following:

- (a) Resignation or retirement;
- (b) Discharge for just cause;
- (c) Absence for three (3) consecutive work days without notification to the department head or designee during such period of the reason for the absence, unless the employee has a reasonable explanation for not furnishing such notification;
- (d) Failure to report to work at the termination of a leave of absence or vacation, unless the employee has a reasonable explanation for such failure to report for work;
- (e) Absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees except that this provision shall not apply in the case of an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;
- (f) Failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within sixteen (16) calendar days, after notice to report for work is sent by registered or certified mail, or by telegram, to the employee's last address on file with the Personnel Office where the employee works; or
- (g) Engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the County in writing.

Section 4.12 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 11.6, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union in advance of any such transfers.

Section 4.13 Discipline:

Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceedings consistent with the Cook County Disciplinary Action Policy and Procedure. The Union and the County agree that discipline should be timely, progressive, and accompanied by counseling. It is understood that all discipline below suspension shall be discarded after one (1) calendar year if the employee has no additional discipline for the same or similar offense. Suspensions will be discarded from an employee's personnel file forty-eight (48) months from the date the suspension was issued, provided the employee has not received discipline for the same or similar offense during that forty-eight (48) month period.

Once discipline is removed, it will not be considered in determining future disciplinary actions; provided, however, that neither the employee nor the Union will claim in any subsequent arbitration that the employee had a "clean" or "unblemished" record. In the event the Union or the employee makes such a claim or claims the County will be free to use any discipline issued to the employee regardless of the provisions of this Section.

If the County has reason to discipline an employee it shall normally be done in a manner that will not embarrass the employee before other employees or the public.

A pre-disciplinary meeting for suspensions and discharges shall be held. The Employer shall notify the Union and the employee of a pre-disciplinary meeting and set forth a brief statement of the facts surrounding the incident including dates if known and identify any witnesses whose testimony will be relied upon. During the pre-disciplinary meeting, the employee and/or the Union representative shall be given an opportunity to rebut or clarify the charges which gave rise to the pre-disciplinary meeting. The pre-disciplinary meeting shall be scheduled in a timely manner. In the event the Union's representative or designee does not respond to scheduling of such hearing, the employee may be disciplined accordingly.

An employee's disciplinary record in accordance with the provisions of Article IV, Section 4.13 of the Healthcare Professionals, Technicians, Technologists, Oak Forest Hospital and Article XIV, Section 14.1 of the Stroger/Cermak Agreements shall not be used to determine whether or not they are promoted or laterally transferred.

Section 4.14 Temporary Employees:

Temporary jobs and temporary employees shall not exceed ninety (90) calendar days of employment, except summer replacement employees whose jobs and employment shall not exceed one hundred twenty (120) calendar days. If a temporary employee becomes a permanent employee by virtue of being retained for a period exceeding ninety (90) calendar days or one hundred twenty (120) calendar days, as hereinabove referred to, the position occupied shall then be posted and filled pursuant to Sections 4.3 and 4.5 of this Article. A temporary employee will be given a permanent seniority date of the date originally hired if retained past the aforesaid period, and that date shall be used when the employee bids for his/her present position or any other posted position. The employee may temporarily remain in the existing position until it is filled through the posting and bidding procedures. If the employee fails to retain the position or obtain any other position through the bidding procedures, the employee shall be placed on layoff pursuant to Section 4.4 of this Article however, if laid off, the employee will not be recalled to any job until it has been posted and bid upon by active employees. The provisions of Section 4.9(e) of this Article will apply to termination of employment in event of no recall.

ARTICLE V Rate of Pay

Section 5.1 Job Classifications/Rates of Pay:

Employees in the job classifications set forth in Appendix A to this Agreement shall receive the hourly rate provided for their respective grade and length of service in the job classification.

Employees will be increased to the appropriate step upon completion of the required length of service in the classification.

Effective June 1, 2006, all employees in pay status shall be given a one time non-compounded five hundred dollar (\$500.00) bonus on wages per past practice.

The salary grades and steps applicable to this bargaining unit shall be increased as follows during the term of this agreement:

Effective with the first full pay period, on or after December 1, 2004	1%
Effective with the first full pay period, on or after December 1, 2005	1%
Effective, with the first full pay period, on or after June 1, 2006	2%
Effective, with the first full pay period, on or after December 1, 2006	1.5%
Effective with the first full pay period, on or after June 1, 2007	2.5%
Effective with the first full pay period, on or after December 1, 2007	2%
Effective with the first full pay period, on or after June 1, 2008	2.75%

Section 5.2 New, Changed or Misclassifications:

- A. During the term of this Agreement, the County may establish new and changed job classifications and change the duties of existing job classifications, provided that a major alteration of the classification structure shall not be made. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, and the Union, thereafter, may submit any dispute to the grievance procedure.
- B. An employee also may request that his/her position be reclassified, and the request will be reviewed by the employee's Department Head; if the Department Head agrees that the request is reasonable and/or justified, the Department Head will promote the employee if possible, or include this reclassification in the forthcoming departmental budget request. The County will discuss any reclassifications with the Union prior to implementation.

Section 5.3 Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of the Agreement, the following rules shall apply:

A. Promotions:

An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that:

- 1. The new salary does not exceed the maximum established for the grade to which the employee is promoted.

2. The new salary is not below the first step established for the grade to which the employee is promoted.

If the new classification represents a promotion from a classification outside the represented unit to a classification within the represented unit, the employee shall be placed in the lowest step in the progression schedule for the new classification which will provide the employee an increase in pay. Subsequent increases within any new classification shall occur as of the first pay period commencing after the effective date of placement in the new classification.

In all cases of promotion, the effective date will set a new anniversary date.

B. Reclassifications:

1. An employee whose job is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date.

If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one (1) step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

C. Demotions:

The following shall apply to demotions from one grade to another:

1. An employee performing the duties of a job continuously since the beginning of Fiscal Year 1960, and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.
2. An employee promoted to a job in a higher salary grade after the beginning of Fiscal Year 1960 and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

Section 5.4 Shift/Weekend Differential:

- A. All employees will be paid a premium of eighty cents (80¢) per hour for all hours worked between the hours of 3:00 p.m. and 7:00 a.m. In all cases, shifts will not be changed to avoid the payment of the shift differential.
- B. Employees working on a weekend, as defined above, will be paid a premium of eighty five cents (85¢) per hour for all weekend hours worked.
- C. Effective the first full pay period after December 1, 2002, employees in the following job classifications working on a weekend will be paid a premium of fifty cents (50¢) per hour for all weekend work: Certified Nursing Assistant, Attendant Patient Care. A weekend is defined as beginning at 12:01 a.m. Saturday.

Section 5.5 Part-Time Employees:

Regular part-time employees shall receive the hourly rate provided for the respective grade and length of service as set forth in Appendix A of this Agreement. Part-time employees regularly employed for twenty (20) or more hours per week shall be entitled to vacations, sick pay, holidays, hospitalization insurance, life insurance, jury pay and bereavement pay on a pro rata basis.

Disability and pension benefits for all part-time employees will be determined by the provisions of the County Employees Pension Plan.

Part-time responsibilities shall be defined per each classification.

Section 5.6 On Call Pay - Call In Pay Extracorporeal Specialist II (Perfusionist), and Nurse Anesthetist - Cook County Hospital:

Notwithstanding any other provision to the contrary contained herein Extracorporeal Specialist II (Perfusionist) and Nurse Anesthetist shall be paid five dollars (\$5.00) an hour for all hours they are required to be on-call. In the event they are called in to work, they shall be paid at the rate of one and one half (1½) times their classified rate of pay for all hours worked, or holiday pay as stated in the contract.

Section 5.7 Job Sharing:

A committee composed of an equal number of representatives of both the Employer and the Union shall be created to study "Job sharing for Health Care Professionals". The study shall begin within ninety (90) days after the execution of the Collective Bargaining Agreement and shall be completed ninety (90) days thereafter.

ARTICLE VI Holidays

Section 6.1 Regular Holidays:

The following are regular holidays for all health care professionals:

- New Year's Day
- Martin Luther King's Birthday
- Lincoln's Birthday
- President's Day
- Independence Day
- Memorial Day
- Columbus Day
- Labor Day
- Thanksgiving Day
- Veteran's Day
- Christmas Day

Section 6.2 Eligibility:

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

- (a) The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, unless the employee has a reasonable explanation for failing to report.
- (b) The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.

Section 6.3 Working Holidays:

Because the Hospital operates every day of the year and it is not possible for all employees to be off duty on the same day, the County has the right at its sole discretion to require any employee to work on any of the holidays listed in Section 6.1 of this Article. Any employee who works on a holiday shall receive one and one-half (1½) times the employee's regular hourly rate for the hours actually worked plus holiday pay at eight (8) hours pay, including shift premium, if applicable, at the same hourly rate. Health care professionals shall have the option to receive payment at the above applicable rate or to be given a compensatory day off.

Section 6.4 Holidays in Vacation:

If a holiday falls within an employee's scheduled vacation, such employee, if otherwise eligible, shall be granted an additional day of vacation.

Section 6.5 Failure to Report:

An employee scheduled to work on a holiday but who fails to report shall not be eligible for a paid holiday, unless the employee has a reasonable explanation for failing to report.

Section 6.6 Holiday Pay:

Employees eligible for holiday pay shall be paid eight (8) hours pay including shift premium, if applicable, at their hourly rate. Part-time employees regularly working twenty (20) or more hours per week shall receive holiday pay, including shift premium, on a pro rata basis.

Section 6.7 Floating Holiday:

In addition to the foregoing paid holidays, employees shall be credited with one (1) floating holiday on December 1 of each year, which may be scheduled in accordance with the procedures for vacation selection set forth in Article VII, Section 7.5. If an employee elects not to schedule said day as provided above, the employee may request to use his/her floating holiday at any time during the fiscal year. Requests shall not be unreasonably denied. A two (2) week notification will be required. If an employee is required to work on a scheduled floating holiday by the Employer, the employee shall be entitled to holiday pay pursuant to Section 6.6 of this Article.

**ARTICLE VII
Vacations**

Section 7.1 Eligibility:

Vacation credit shall be earned for each month during which the employee is in an active pay status for at least eighty (80) straight-time hours. The amount of annual paid vacation for Technicians will be according to the following schedule:

<u>Service</u>	<u>Vacation</u>
1 Year	3 Weeks
5 Years	4 Weeks
10 Years	5 Weeks

Employees employed for six (6) months shall be entitled to one (1) week vacation with pay, which shall be deducted from the three (3) weeks vacation with pay to which they are entitled after one (1) year.

Section 7.2 Eligibility Year:

An employee's vacation eligibility year shall be the twelve (12) month period immediately preceding the anniversary of his/her most recent date of hire. An employee must take the vacation to which entitled as of his/her most recent anniversary date during the twelve (12) month period following the anniversary date. Vacations may not be carried over beyond such period, and an employee will not be compensated for vacation time not taken. Employees with more than twelve (12) months of service will be permitted to take accrued time off as it is earned.

Section 7.3 Vacation Accrual:

During the employee's first four (4) years of service vacation credit will accrue at the rate of 1 2/13 days each two (2) pay periods; during the next five (5) years at the rate of 1 7/13 days each two (2) pay periods; and thereafter at the rate of 1 12/13 days each two (2) pay periods.

Section 7.4 Vacation Pay:

Vacation pay shall include shift differential pay for employees who have been regularly assigned to evening or night shifts for a period of at least six (6) months prior to the time the vacation is taken. Employees so assigned to evening night shifts for only a portion of their regular work week shall receive pro rata inclusion of shift premium in their vacation pay. Temporary assignments of such employees to the day shift shall not affect their right to receive such shift differential as part of their vacation pay.

Section 7.5 Vacation Preference and Scheduling:

Insofar as practicable, vacations will be granted to meet the requests of the employees, and seniority will control in conflicts in scheduling vacation periods. However, to insure the orderly operation of the Hospital and in the interest of patient care, the right to limit the number of employees who will be permitted to be on vacation at any one (1) time is reserved to the County. On February 1 of each year, the County will notify the employees of their accrued vacation as of the previous January 1. On February 1 and August 1 of each year, the County also will post a schedule in each department or unit indicating the number of employees who will be permitted to be on vacation at any one (1) time in any one (1) department or unit during the six (6) month periods commencing respectively on April 1 and October 1. By March 1 and September 1, respectively, employees shall indicate their preferred vacation periods, with second and third choices. The County thereafter will schedule vacations based on the employee's seniority as defined herein, and a schedule thereof will be posted no later than ten (10) days prior to April 1 and October 1, respectively. When two (2) weeks' notice is given, employees thereafter may exchange or change vacation periods when time is available on the posted schedule. An employee may request to begin and end a vacation on any day of the week and management, as a matter of routine shall not arbitrarily deny this request.

Emergency vacation requests for employees will continue to be granted whenever possible. It is understood that while requests for emergency vacation cannot be automatically granted in every instance, such requests should not be automatically denied as a matter of routine Hospital function. Other vacation requests will be granted, consistent with the number of employees who will be permitted to be on vacation at any one (1) time. The County may change an employee's scheduled vacation when emergencies occur, after due consideration for inconvenience and cost to the employee. Requests for emergency vacation are not to be denied solely in order to place the employee in "O" status as a punitive measure.

Section 7.6 Accrued Benefits at Separation:

Upon termination of employment, the employee shall be paid all vacation and holiday pay accrued through the last day worked, but shall not be paid for any accumulated sick time.

ARTICLE VIII Welfare Benefits

Section 8.1 Hospitalization Insurance, Employee Contributions:

- A. The County agrees to maintain the level of employee and dependent health benefits that are set forth in Appendix C as revised by this Agreement and specifically described in Appendix C.
- B. Employees who have elected to enroll in the County's PPO health benefits plan shall contribute, in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. Employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by offset against wages, the amount of their base salary set forth in Appendix C as a contribution towards premiums. All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management, after consultation with Local 20. All employee contributions for Health Insurance shall be made on a pre-tax basis. Cook County will reimburse for the cost of health insurance coverage paid by employees who convert following their termination subsequently reinstated pursuant to the grievance procedure.
- D. The Employer will provide a mail order prescription program as set forth in Appendix C.

Section 8.2 Sick Pay:

An employee shall accumulate sick pay credits at the rate of one (1) day for each month of service in which the employee works or is paid for at least ten (10) working days. Employees may accumulate and carry over to the next fiscal year a maximum of one hundred seventy-five (175) days. An employee will not earn sick pay credit while on leave of absence without pay, or during any period the employee is absent from work because of an occupational illness or injury. Employees using sick leave benefit will be paid at the straight time hourly rate, plus shift differential when applicable. Up to the employee's accumulated sick pay credits, an employee prevented from working because of the employee's illness or injury (other than an occupational illness or injury), or illness in the employee's immediate family, shall be entitled to receive sick pay for each day the employee otherwise would have worked. Sick time is not to be used by employees as vacations or simply to take time off with pay, but employees shall not be disciplined for the bona fide use of sick time. The County shall keep the Union informed of employees suspected of abusing sick pay and the Union will cooperate with the County in counseling individuals in an effort to minimize such abuse.

Section 8.3 Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof for no more than five (5) consecutive work days, may be allowed to use accrued sick leave for their days off; however, they shall not be permitted to apply for such sick leave until they have returned to work. Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension

Plan. Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing his/her duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Workers' Compensation paid by the County. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, provided they are in no pay status at that date. If an employee receives accrued salary beyond the 31st day then disability payment will not begin until the 1st day the employee is in no-pay status after the thirty (30) days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the County otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty or ordinary disability. A disabled employee is not required to be hospitalized at any institution operated by the County except as so ordered by the Industrial Commission. Since the County is responsible for the benefits payable in respect to disability due to occupational illness or injury, the County may monitor the medical services provided for an employee disabled due to occupational illness or injury. Disability benefits paid by the Annuity and Benefit Fund are subject to statutory limits.

Section 8.4 Life Insurance:

All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next one thousand (\$1,000)), at no cost to the employee with the option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO plans.

Section 8.5 Pension Plan:

The County Employees and Officers Annuity and Benefit Fund will be continued in effect for the duration of this Agreement and all employees of the County are required to become members of that Fund. The Fund will continue to provide employees with annual statements of their interests therein.

Section 8.6 Dental Plan:

All employees shall be eligible to participate, at no cost to them, in the dental plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No dental coverage shall be offered through the County's HMO plans.

Section 8.7 Vision Plan:

All employees shall be eligible to participate, at no cost to them, in the vision plan as set forth in Appendix C as revised by this Agreement and specifically described in Appendix C. No vision coverage shall be offered through the County's HMO plans.

Section 8.8 Hospitalization - New Hires:

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

Section 8.9 Flexible Benefits Plan:

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

Section 8.10 Insurance Coverage:

Employees on layoff status shall retain health and dental insurance coverage for a period of two (2) months following the month in which the effective date of the layoff occurs with the Employer paying the full premium, single or family plan as appropriate.

Section 8.11 Insurance Opt Out:

Effective the first full pay period after December 1st of each fiscal year, the Employer agrees to pay eight hundred dollars (\$800.00) per year to eligible employees who opt out of the Employer's health benefit program. Prior to opting out of such program, the employee must demonstrate to the Employer's satisfaction that he/she has alternative healthcare coverage. Any employee electing to opt out of the Employer's health benefit program may request that in lieu of a payment to the employee, this amount be credited to a medical flexible spending account. Eligible employees who lose their alternative healthcare coverage may enroll in or be reinstated to the Employer's health benefit program.

Section 8.12 Insurance Claims:

A dispute between an employee (or his/her covered dependent) and the processor of claims shall not be subject to the grievance procedure provided for in this Agreement. Employees shall continue to be afforded an opportunity to present appeals of such insurance disputes in person and may have union representation at such proceedings. This Section should not be construed to diminish the provisions of Section 8.1(A), (B), (C) or (D) of this Article.

**ARTICLE IX
Additional Benefits**

Section 9.1 Bereavement Pay:

In the event of death in the immediate family or household, an employee who has completed the probationary period will be granted as an excused absence such time as reasonably may be needed in connection therewith. For purposes of this Section, an employee's immediate family includes mother, father, husband/wife, child (including step children and foster children), brothers, sisters, grandchildren/grandparents, spouse's parents or such persons who have reared the employee. Any of the days between date of death and date of burial (both inclusive), plus

any necessary travel time, on which the employee would have worked except for such death and on which he/she is excused from his/her regularly scheduled employment, shall be paid for at the regular straight-time hourly rate (including any applicable shift premium), provided, however, that such payment shall not exceed three (3) normal days pay. The three (3) days of bereavement leave shall not include the employee's scheduled days off.

To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to the deceased and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.

For purposes of this section, "household" is defined as persons living in the household for at least one (1) year prior to date of death, with appropriate documentation.

Section 9.2 Jury Make-Up Pay:

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the County shall pay the employee the difference between the amount received for each day's jury service and the employee's regular straight-time earnings for the days such employee would have been scheduled to work, but for such jury service. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

Section 9.3 Election Day:

An employee who is a registered voter will receive two (2) hours time off (without pay) during his regular work day so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) working days prior to the election.

Section 9.4 Education and Seminars:

The Employer agrees to allocate funds for education purposes in each year of this Agreement to be made available to all SEIU Local 20 bargaining unit employees. The amount allocated shall be an aggregate total of twenty thousand dollars (\$20,000.00) for all SEIU Local 20 bargaining units. Employee requests for such funds shall be reimbursement for the costs of courses offered through any certified educational institution, including community colleges, continuing adult education, and other training and technical institutions. Such course work shall be employment related. An employee may request funds up to an amount no greater than five hundred fifty (\$550.00) dollars in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

ARTICLE X

Leaves of Absence

Section 10.1 Regular Leave:

An employee not affected by the leave of absence rules of the Civil Service Commission of Cook County may be granted a leave of absence without pay by the Department Head, with the written approval of the Comptroller of Cook County. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County and/or Cook County Health Facilities, not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. If approved by the Department Head, the application will then be forwarded to the Cook County Comptroller for consideration. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

Section 10.2 Sick Leave:

Employees absent or expecting to be absent from work due to their illness for any period of intended absence beyond the use of any accumulated vacation days, sick days or compensatory days, are required to request a leave of absence. Applications for sick leaves or any extensions thereof shall be handled in the manner specified in Section 10.1 of this Article, and shall not be denied for periods of bona fide disability.

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the Department Head. In addition, an employee who has at least two (2) years of service and has a need to be absent from work to meet family responsibilities arising from the employee's role in his/her family or household may, upon request and for good cause shown, be granted a leave of absence for a period not to exceed a total of six (6) months (increasing up to one (1) year for those employees who have accrued personal leave entitling them to more time under current County policy) without pay. Insurance coverage shall be maintained only in accordance with the Family Medical Leave Act ("FMLA"), i.e. up to twelve (12) weeks and meeting FMLA standards.

Section 10.3 Seniority on Leave:

An employee on an approved leave of absence shall retain seniority, but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees shall, however, receive retroactive increases for all time in which they were in pay status. An employee returning from a leave of absence under Section 10.1 or 10.2 of this Article will be entitled to return to the same or comparable position held prior to commencement of such leave, if the employee has sufficient seniority.

Section 10.4 Retention of Benefits:

An employee will not earn sick pay or vacation credits while on a leave of absence. An employee on a leave of absence, except for maternity or paternity leave, will be required to pay the cost of the insurance benefits provided in Article VIII in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs through normal deductions or otherwise must be made with the Hospital's Payroll Office prior to departure on the leave. For the failure to make such arrangements, the County may cancel insurance benefits, which will be reinstated upon the employee's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

Section 10.5 Union Leave:

A leave of absence not to exceed one (1) year without pay, will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such employees shall have the same returning rights as a regular leave of absence. Employees duly elected as delegates of the Union will be allowed time off without pay, to attend State and National conferences and conventions of the Union, not to exceed ten (10) working days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in Section 10.4 of this Article.

Section 10.6 Military Leave:

Employees who enter the armed services of the United States shall be entitled to all the re-employment rights provided for in the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. § 4301, et seq., as amended.

An employee who has at least six (6) months or more of continuous actual service and is a member of the Illinois National Guard or any of the Reserve Components of the Armed Forces of the United States, shall be entitled to leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

Section 10.7 Maternity Leave:

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post partum child care. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the department head.

The following rules shall apply:

1. An employee who will require a maternity leave shall inform her supervisor in writing of her request no later than three (3) months prior to her expected date of delivery and shall present a signed statement by her physician stating the expected date of delivery.
2. A pregnant employee may continue in her assignment as long as her attendant physician deems her to be able to perform her normal work routines. Her physician shall specify in writing the latest date maternity leave shall commence.

3. An employee who has been absent due to maternity leave shall be eligible for reinstatement as soon as her physician deems her to be able to assume her regular duties. The employee shall report to work with a written statement from her physician advising that the employee is physically capable of returning to her duties.
4. Upon return from maternity leave the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave.

Section 10.8 Flex-Time:

Flex time schedules shall be granted for legitimate and compelling personal reasons when consistent with the operational needs of the hospital. Requests for flex time must be submitted by the employee at least two (2) weeks in advance or when the situation is first known to the employee but in no event less than one (1) week before the flex time schedule becomes effective. Flex time privileges may be canceled or suspended by a the Employer for legitimate operational reasons or due to misuse by the employee with proper timely notification.

Section 10.9 Paternity Leave:

Employees shall be granted paternity leaves of absence to cover periods of postpartum child care. The length of such leave, in general, shall not exceed six (6) months, but may be reviewed by the Department Head.

Section 10.10 Educational Leave:

Upon request, a leave of absence for a period not to exceed one (1) year may be granted to a full time employee with at least two (2) years of County service, if operational needs allow, in order that the employee may attend a recognized college, university, trade or technical school, or high school, provided that the course of instruction is logically related to the employee's employment opportunities with the County. Such leave shall not be arbitrarily or capriciously denied. Such leave may be extended for good cause and in accordance with the operational needs of the County.

Section 10.11 Use of Benefit Time:

Except where required by law, each employee covered by this Agreement shall not be required to use accumulated time prior to going on unpaid leave.

**ARTICLE XI
Grievance Procedure**

Section 11.1 Policy:

The provisions of this Article supplement and modify the provisions of the County's Grievance Procedure applicable to all employees.

Section 11.2 Definition:

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, the agreed upon provisions of this Agreement, the County's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at steps 3 and 4 to the County's Director of Human Resources or his/her designee.

Section 11.3 Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Employees may take up grievances through steps 1 to 3 either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. Where a pre-disciplinary meeting has been held or when a grievance relates to all or a substantial number of employees or to the Union's own interests or rights with the County the grievance may be initiated at Step 3 by a Union representative.

Section 11.4 Grievance Procedure Steps:

The steps and time limits as provided in the County's Grievance Procedure are as follows:

<u>Step</u>	<u>Submission Time Limit This Step</u> (calendar days)	<u>Submitted</u>	<u>Meeting</u>	<u>Response</u>
1.	30 days	Dept/Division Head or designee	10 days	5 days
2.	7 days	Chief Operating Officer/Designee	10 days	10 days
3.	10 days	Chief, Bureau of Human Resources/Hearing Officer (with a copy to the affiliate HR Director	30 days	30 days (Status report to Union if exceeded)
4.	30 days	Impartial Third Party Arbitration		

Section 11.5 Time Limits:

Initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at step 4. Time limits may be extended by mutual agreement in

writing between the employee and/or the Union and the County. Priority shall be given to grievances in the following order:

1. Discharges
2. Suspensions
3. Other Issues

Time limits shall be strictly enforced for all discharges, with every effort made to provide answers earlier than the specified time limits, if possible. Neither the Union nor the County shall waive the established time limits unless by mutual agreement. This does not preclude timely answers for all other types of grievances.

Section 11.6 Stewards:

Stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay. Such meetings shall be limited to a maximum of four (4) per year per steward.

The Union will advise the County in writing of the names of the stewards in each department or area agreed upon with the County and shall notify the County promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

Section 11.7 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the Hospital for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the Hospital's Director/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the Hospital. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital and medical office rules applicable to non-employees.

Section 11.8 Impartial Arbitration:

If the Union is not satisfied with the Step 3 answer, it may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County notice that the grievance is to enter impartial arbitration. The County proposes a permanent list of arbitrators to be mutually agreed upon. The Union and the County will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

Expenses for the Arbitrator's services and the expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Union. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the County and the Union. His/her decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

The Union and the County shall meet within thirty (30) days after the effective date of this Agreement for the purpose of selecting a permanent panel of seven (7) arbitrators. The arbitrators shall be selected on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

Section 11.9 Grievance Meetings:

At each step of the grievance procedure, the appropriate County representative shall meet in accordance with the time limits. The primary purpose of the meetings shall be for the purpose of attempting to resolve the grievance. The County representative shall be willing, and shall have the authority needed to engage in meaningful discussion for the purpose of resolving the grievance. There shall be no tape recording of any grievance meetings. When the meeting does not result in a resolution of the grievance, the County representative shall respond to the Union, in writing, within the time limits provided herein.

Section 11.10 Right to Union Representation:

An employee shall be entitled to the presence of a Union representative at an investigatory interview if he/she requests one and if the employee has reasonable grounds to believe that the interview may be used to support disciplinary action against him/her.

Section 11.11 Expedited Arbitration:

The parties may mutually agree that a grievance shall be submitted to expedited arbitration. If the parties agree to expedited arbitration, the following provisions of this paragraph shall apply. Immediately upon notification of the designated arbitrator, the parties shall arrange a place and date to conduct a hearing within a period of no more than thirty (30) calendar days, unless the parties agree to a longer period. If the designated arbitrator is not available to conduct a hearing within the thirty (30) calendar days and the parties do not otherwise agree to a longer period, the next panel member in the rotation shall be notified until an available arbitrator is obtained. Nothing herein precludes multiple cases being heard on the same day before the same arbitrator.

The hearing shall be conducted under the following procedures:

- a. the hearing shall be informal;
- b. no briefs shall be filed or transcripts made;
- c. there shall be no formal rules of evidence; however, the arbitrator shall only rely on credible relevant evidence.
- d. the hearing shall normally be completed within one (1) day;
- e. the arbitrator may issue a bench decision at the hearing, but in any event shall render a decision within seven (7) calendar days after the conclusion of the hearing. Such decision shall be based on the evidence before the arbitrator and shall include a brief written explanation of the basis for such conclusion. Any arbitrator who issues a bench decision shall furnish a written copy of the award to the parties within seven (7) calendar days of the close of the hearing.

The decision of the arbitrator shall be final and binding, except that it shall not be regarded as precedent or be cited in any future proceeding.

The parties further agree to increase the arbitration panel from seven (7) arbitrators to twelve (12) arbitrators.

ARTICLE XII

Continuity of Operation

Section 12.1 No Strike

The Union will not cause or permit its members to cause, and will not sanction in any way, any work stoppage, strike, picketing or slowdown of any kind or for any reason, or the honoring of any picket line at the Hospital, or other curtailment, restriction or interference with any of the County's functions or operations; and no employee will participate in any such activities during the term of this Agreement or any extension thereof.

Section 12.2 Union Responsibility:

Should any activity prescribed in Section 12.1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- (a) publicly disavow such action by the employees or other persons involved;
- (b) advise the County in writing that such action has not been caused or sanctioned by the Union;
- (c) notify the employees stating that it disapproves of such action and instructing all employees to cease such action and return to work immediately; and
- (d) take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

Section 12.3 Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union in their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the County may not be disturbed. In the taking of such disciplinary action, the County will not discriminate among employees on the basis of race, color or creed.

Section 12.4 No Lock Out:

The County agrees that it will not lock out its employees during the term of this Agreement or any extension thereof.

Section 12.5 Reservation of Rights:

In the event of any violation of this Article by the Union or the County, the offended party may pursue any legal or equitable remedy otherwise available, and it will not be a condition precedent to the pursuit of any judicial remedy that any grievance procedure provided in this Agreement be first exhausted.

**ARTICLE XIII
Miscellaneous**

Section 13.1 No Discrimination:

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation and/or beliefs, or activity or non-activity on behalf of the Union. The County and the Union acknowledge that the County of Cook has adopted and implemented a human rights ordinance which will be complied with.

Applicants are to be recruited, selected, and hired without discrimination because of race, color, religion, national origin, political belief, sex, age, disability, or marital status.

Section 13.2 Safety:

The County will continue to make reasonable provisions for the safety of its employees during their hours of employment. One (1) employee from the represented unit, mutually agreed upon by the Hospital and the Union, shall serve on the Safety Committee at each Hospital. The parties understand that in certain instances an additional steward may need to attend committee meetings. On these occasions, the Union will give prior notification.

Section 13.3 Doctor's Statement:

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a doctor's statement as proof of illness, and may be required to undergo examination by the facility's or County's physician before returning to work.

For health related absences of less than five (5) consecutive days, a doctor's statement or proof of illness will not be required except in individual instances where the Facility has sufficient reason to suspect that the individual did not have valid health reason for the absence. If indicated by the nature of a health related absence, examination by a Facility physician may be required to make sure that the employee is physically fit for return to work.

Section 13.4 Voluntary Workers:

Voluntary organizations and workers perform services in the Hospital that are a valuable and necessary contribution to the welfare of patients and to the operation of the Hospital. Also, the Hospital engages in education and research which involve persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the Hospital. The Hospital shall continue to have the right to avail itself of any and all such voluntary services, and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers.

Section 13.5 Bulletin Boards:

The County will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial nature, but only after submitting them to the Hospital Director/Designee for approval and posting. There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the Hospital property other than herein provided.

Section 13.6 Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

Section 13.7 Uniforms:

The County and the Union shall discuss the color, style, availability and other problems relating to uniforms required to be worn by employees and not furnished by the County.

Section 13.8 Representation at Security Investigations:

Employees detained by Hospital Security shall be entitled to Union representation. Before interviewing an employee, Security shall notify the Union to be present at the interview.

Section 13.9 Training in New Techniques:

It is understood by the parties to this Agreement that employees need to be trained in new methods, procedures and techniques as needs arise. Seniority will be the primary consideration in these matters.

When authorized representatives of the Employer determine training is necessary, the Employer will provide and pay for such training to current employees to teach new or different skills pertaining to the employee's job requirements. Time spent by employees in such training will be compensated as hours worked. It cannot be guaranteed that such training will be provided on hospital premises. Employees must successfully complete such training in order to remain qualified for their classification. When training is determined to be necessary, the Employer will notify the Union of such training and its effective date. If necessary, the parties will meet discuss the implementation of such training.

Section 13.10 Credit Union:

The County will continue to deduct from the wages of employees duly authorized deductions for the Union's Credit Union, and shall forward such amounts to the Credit Union. To the extent practicable, the County also will permit use of its premises by the Credit Union.

Section 13.11 Orientation:

Soon after a health care professional is hired, promoted or transferred to a new unit, the health care professional shall be oriented to the new duties by the supervisor who will evaluate the health care professional's performance. Such orientation shall be specific to the needs of the work area and consistent with the duties performed by other health care professionals on the unit.

Section 13.12 Professional Committee:

At each health facility, the County will maintain a Professional Committee which shall meet regularly and consider guidelines for the improvement of occupation and safety. The Union may appoint two (2) representatives to such Committee.

Section 13.13 Supplies:

Employees are to bring concerns over the quality or lack of necessary supplies and equipment to the attention of their supervisor. If the supervisor is unable to take corrective action, the problem will be promptly brought to the attention of a Divisional Director. Employees shall be kept informed of efforts to remedy any such problems. If such efforts have not resulted in corrective action, a meeting will be arranged at the Union's request with the Facility Administrator or Designee.

Section 13.14 Professional Conventions, Meetings or Workshops:

Whenever the County elects to send health care professionals as representatives to professional meetings, workshops or conventions, special time off without loss of pay will be granted, and the County will pay their expenses in accordance with its rules and regulations governing such

expenses for all employees. Subject to approval of County, health care professionals will be allowed time off each year, without loss of salary, for attendance at professional conventions and meetings.

Section 13.15 Personnel Files:

Upon written request to the Department of Personnel, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and employer. The parties agree that there shall be only one (1) official personnel file which is in the Department of Personnel.

Section 13.16 Continuing Education:

The County will agree to explore, during the first year of this Agreement, having continuing education courses at the Hospital provided at no cost to the employee.

Section 13.17 Education Reimbursement:

Based on the availability of funds, the County will reimburse the employee for seventy five percent (75%) of the cost of mandatory fees and tuition for one (1) approved educational course per academic session and one (1) continuing education course per year. Courses must relate to the employee's present job duties or license. Current department practice on continuing education reimbursement will be continued.

After the budget is passed, the Union will be advised on the availability of funds allocated for education reimbursement.

Section 13.18 Parking:

JSH

The Union is to be provided information regarding the allocation of parking spaces at JSH. Following receipt of the information, the Union to be afforded an opportunity to meet with the person in charge of parking to review issues regarding allocation of parking.

Cermak

Parking will be granted to Cermak upon completion of a new parking facility. The safety on midnights will be addressed by providing escorts.

Section 13.19 Evaluations:

A health care professional's job performance will be evaluated by the immediate supervisor on at least an annual basis. A health care professional will be shown all final written evaluations and will have the right to respond to the evaluation. Both the evaluation and response will be placed in the health care professional's official personnel folder and a copy of the evaluation will be furnished to the health care professional. The health care professional will have the right to review his/her personnel folder upon written request to the Department of Human Resources.

Section 13.20 Direct Deposit:

Upon the County's ability, through their payroll system, when it is capable, direct deposit will be implemented.

Section 13.21 Dignity and Respect :

The County and the Union agree to promote a professional working atmosphere. Employees who believe they have been subjected to unprofessional or inappropriate treatment by a supervisor or co-worker may raise their concern regarding said treatment with the manager of Labor Relations (or equivalent) who will investigate the complaint and advise the employee and the Union of any action taken which has been deemed necessary and appropriate under the circumstances.

Section 13.22 Distribution of Workloads:

It is the intention of the parties that workloads will be distributed equitably among the employees in the same job classification within a department or operating unit in consideration of patient care and operational needs. In the event an employee is not treated fairly the issue will be brought to the Hospital's attention or a grievance may be submitted.

The County and the Union agree that quality patient care and an appropriate working environment are important considerations and the County and the Union agree to discuss the Union's concerns regarding staffing levels and changes in working conditions.

Section 13.23 Job Quality:

Health care workers will not be expected to ignore the responsibilities of their profession.

Section 13.24 Sub-Contracting:

It is the general policy of the County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant. The County will advise the Union at least five (5) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 13.25 Job Advancement and Training:

The Hospital Human Resource Director or designee will direct bargaining unit employees having questions regarding job advancement, including questions regarding skills and training needed for specific jobs and the availability of training inside and outside the Hospital, to the appropriate hospital official.

ARTICLE XIV
Duration

Section 14.1 Term:

This Agreement shall become effective on December 1, 2004 and shall remain in effect through November 30, 2008. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

Section 14.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 537, with a copy to the County's Bureau Chief of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, then such notice shall be addressed to the Union's President at 1165 North Clark Street, Chicago, Illinois. Either party may, by like written notice, change the address to which notice to it shall be given.

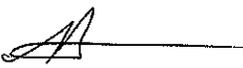
Signed and entered into this 7 day of May, 2008

COUNTY OF COOK:

By: 
TODD H. STROGER, President
Cook County Board of Commissioners

Attest: 
DAVID D. ORR, Cook County Clerk.

UNION: Service Employees International Union, Local 20, S.E.I.U., CTW/CLC

By: 
Byron Hobbs, President

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

MAY 07 2008

APPENDIX A
Local 20 - Health Care Professionals

<u>JOB CODE</u>	<u>GRADE</u>	<u>TITLE</u>
1522	14	Medical Social Worker I (JSH, CHS, OFH)
1609		Mental Health Specialist II (JSH, CHS)
1546		Substance Abuse Counselor I (JSH)
2158	15	Medical Social Worker (JSH, ACHN, OFH)
1678		Mental Health Specialist Senior (CHS)*
1547		Substance Abuse Counselor II (JSH)
1605		Clinical Psychologist I (CHS)
1513	16	Caseworker III (CHS)
2137		Dietician II (JSH, OFH, CCDPH)
1523		Medical Social Worker II (JSH, OFH)
2038		Physical Therapist I (JSH, OFH)
1629 / 2022		Public Health Educator I (JSH, CHS)
2112		WIC Nutritionist I
2057	17	Activity Therapist II (CHS)
1906		Audiologist I (JSH)
1524		Medical Social Worker III (JSH/Fantus)
2041		Occupational Therapist I (JSH)
2023		Public Health Educator II (CHS)
1939		Speech Language Pathologist I (JHS, OFH)
2138	18	Dietician III (JSH), OFH)
1525		Medical Social Worker IV (JSH, CHS)
2039		Occupational Therapist II (JSH, OFH)
2035		Physical Therapist II (JSH, OFH)
1850		Research Associate (JSH)
1907	19	Audiologist II (JSH)
1928		Physical Therapist III (OFH)
1940		Speech Language Pathologist II (JSH, OFH)
1526		Medical Social Worker V (CHS)
1816		Physician Assistant I (JSH)

APPENDIX A
Local 20 - Health Care Professionals
(continued)

<u>JOB CODE</u>	<u>GRADE</u>	<u>TITLE</u>
2139 2070	20	Dietician IV Extra Corporeal Specialist II (JSH) (Re-class to 22)
1607	21	Clinical Psychologist III (CHS)
2070 1816	22	Extra Corporeal Specialist II (JSH) Physicians Assistant I
1937 3993	NS4	Nurse Anesthetist APN-Certified Registered Nurse Anesthetist

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES****RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	11.554	12.079	12.665	13.278	13.889	14.551	14.965	15.116	15.561
	Bi-Weekly	924.32	966.32	1,013.20	1,062.24	1,111.12	1,164.08	1,197.20	1,209.28	1,244.88
	Annual	24,032	25,124	26,343	27,618	28,889	30,266	31,127	31,441	32,366
10	Hourly	12.377	12.954	13.561	14.220	14.904	15.601	15.897	16.066	16.542
	Bi-Weekly	990.16	1,036.32	1,084.88	1,137.60	1,192.32	1,248.08	1,271.76	1,285.28	1,323.36
	Annual	25,744	26,944	28,206	29,577	31,000	32,450	33,065	33,417	34,407
11	Hourly	13.278	13.889	14.551	15.231	15.983	16.794	17.130	17.288	17.819
	Bi-Weekly	1,062.24	1,111.12	1,164.08	1,218.48	1,278.64	1,343.52	1,370.40	1,383.04	1,425.52
	Annual	27,618	28,889	30,266	31,680	33,244	34,931	35,630	35,959	37,063
12	Hourly	14.220	14.904	15.601	16.351	17.192	17.989	18.342	18.525	19.087
	Bi-Weekly	1,137.60	1,192.32	1,248.08	1,308.08	1,375.36	1,439.12	1,467.36	1,482.00	1,526.96
	Annual	29,577	31,000	32,450	34,010	35,759	37,417	38,151	38,532	39,700
13	Hourly	15.231	15.983	16.794	17.604	18.402	19.323	19.708	19.897	20.499
	Bi-Weekly	1,218.48	1,278.64	1,343.52	1,408.32	1,472.16	1,545.84	1,576.64	1,591.76	1,639.92
	Annual	31,680	33,244	34,931	36,616	38,276	40,191	40,992	41,385	42,637
14	Hourly	16.351	17.192	17.989	18.897	19.793	20.732	21.160	21.370	22.015
	Bi-Weekly	1,308.08	1,375.36	1,439.12	1,511.76	1,583.44	1,658.56	1,692.80	1,709.60	1,761.20
	Annual	34,010	35,759	37,417	39,305	41,169	43,122	44,012	44,449	45,791
15	Hourly	17.604	18.402	19.323	20.279	21.298	22.300	22.749	22.982	23.668
	Bi-Weekly	1,408.32	1,472.16	1,545.84	1,622.32	1,703.84	1,784.00	1,819.92	1,838.56	1,893.44
	Annual	36,616	38,276	40,191	42,180	44,299	46,384	47,317	47,802	49,229
16	Hourly	18.897	19.793	20.732	21.722	22.771	23.828	24.318	24.553	25.295
	Bi-Weekly	1,511.76	1,583.44	1,658.56	1,737.76	1,821.68	1,906.24	1,945.44	1,964.24	2,023.60
	Annual	39,305	41,169	43,122	45,181	47,363	49,562	50,581	51,070	52,613
17	Hourly	20.279	21.298	22.300	23.339	24.493	25.703	26.206	26.456	27.256
	Bi-Weekly	1,622.32	1,703.84	1,784.00	1,867.12	1,959.44	2,056.24	2,096.48	2,116.48	2,180.48
	Annual	42,180	44,299	46,384	48,545	50,945	53,462	54,508	55,028	56,692

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES****RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	YEARS AT <u>5TH STEP</u>	YR AT 1ST LONGEVITY RATE & 10 <u>YRS SERVC</u>	YR AT 2ND LONGEVITY RATE & 15 <u>YRS SERVC</u>	YR AT 3RD LONGEVITY RATE & 20 <u>YRS SERVC</u>
18	Hourly	21.722	22.771	23.828	25.012	26.164	27.455	27.455	28.018	29.158
	Bi-Weekly	1,737.76	1,821.68	1,906.24	2,000.96	2,093.12	2,196.40	2,241.44	2,262.72	2,332.64
	Annual	45,181	47,363	49,562	52,024	54,421	57,106	58,277	58,830	60,648
19	Hourly	23.828	25.012	26.164	27.455	28.754	30.131	30.589	30.889	31.824
	Bi-Weekly	1,906.24	2,000.96	2,093.12	2,196.40	2,300.32	2,410.48	2,447.12	2,471.12	2,545.92
	Annual	49,562	52,024	54,421	57,106	59,808	62,672	63,625	64,249	66,193
20	Hourly	26.164	27.455	28.754	30.131	31.554	33.097	33.581	33.907	34.929
	Bi-Weekly	2,093.12	2,196.40	2,300.32	2,410.48	2,524.32	2,647.76	2,686.48	2,712.56	2,794.32
	Annual	54,421	57,106	59,808	62,672	65,632	68,841	69,848	70,526	72,652
21	Hourly	28.754	30.131	31.554	33.097	34.666	36.352	36.892	37.257	38.390
	Bi-Weekly	2,300.32	2,410.48	2,524.32	2,647.76	2,773.28	2,908.16	2,951.36	2,980.56	3,071.20
	Annual	59,808	62,672	65,632	68,841	72,105	75,612	76,735	77,494	79,851
22	Hourly	31.554	33.097	34.666	36.352	38.043	39.875	40.460	40.863	42.087
	Bi-Weekly	2,524.32	2,647.76	2,773.28	2,908.16	3,043.44	3,190.00	3,236.80	3,269.04	3,366.96
	Annual	65,632	68,841	72,105	75,612	79,129	82,940	84,156	84,995	87,540
23	Hourly	33.097	34.666	36.352	38.043	39.875	41.858	42.478	42.901	44.199
	Bi-Weekly	2,647.76	2,773.28	2,908.16	3,043.44	3,190.00	3,348.64	3,398.24	3,432.08	3,535.92
	Annual	68,841	72,105	75,612	79,129	82,940	87,064	88,354	89,234	91,933
24										

RATES IN EFFECT DECEMBER 1, 2004 1% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2005 1% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	11.670	12.200	12.792	13.411	14.028	14.697	15.115	15.267	15.717
	Bi-Weekly	933.60	976.00	1,023.36	1,072.88	1,122.24	1,175.76	1,209.20	1,221.36	1,257.36
	Annual	24,273	25,376	26,607	27,894	29,178	30,569	31,439	31,755	32,691
10	Hourly	12.501	13.084	13.697	14.362	15.053	15.757	16.056	16.227	16.707
	Bi-Weekly	1,000.08	1,046.72	1,095.76	1,148.96	1,204.24	1,260.56	1,284.48	1,298.16	1,336.56
	Annual	26,002	27,214	28,489	29,872	31,310	32,774	33,396	33,752	34,750
11	Hourly	13.411	14.028	14.697	15.383	16.143	16.962	17.301	17.461	17.997
	Bi-Weekly	1,072.88	1,122.24	1,175.76	1,230.64	1,291.44	1,356.96	1,384.08	1,396.88	1,439.76
	Annual	27,894	29,178	30,569	31,996	33,577	35,280	35,986	36,318	37,433
12	Hourly	14.362	15.053	15.757	16.515	17.364	18.169	18.525	18.710	19.278
	Bi-Weekly	1,148.96	1,204.24	1,260.56	1,321.20	1,389.12	1,453.52	1,482.00	1,496.80	1,542.24
	Annual	29,872	31,310	32,774	34,351	36,117	37,791	38,532	38,916	40,098
13	Hourly	15.383	16.143	16.962	17.780	18.586	19.516	19.905	20.096	20.704
	Bi-Weekly	1,230.64	1,291.44	1,356.96	1,422.40	1,486.88	1,561.28	1,592.40	1,607.68	1,656.32
	Annual	31,996	33,577	35,280	36,982	38,658	40,593	41,402	41,799	43,064
14	Hourly	16.515	17.364	18.169	19.086	19.991	20.939	21.372	21.584	22.235
	Bi-Weekly	1,321.20	1,389.12	1,453.52	1,526.88	1,599.28	1,675.12	1,709.76	1,726.72	1,778.80
	Annual	34,351	36,117	37,791	39,698	41,581	43,553	44,453	44,894	46,248
15	Hourly	17.780	18.586	19.516	20.482	21.511	22.523	22.976	23.212	23.905
	Bi-Weekly	1,422.40	1,486.88	1,561.28	1,638.56	1,720.88	1,801.84	1,838.08	1,856.96	1,912.40
	Annual	36,982	38,658	40,593	42,602	44,742	46,847	47,790	48,280	49,722
16	Hourly	19.086	19.991	20.939	21.939	22.999	24.066	24.561	24.799	25.548
	Bi-Weekly	1,526.88	1,599.28	1,675.12	1,755.12	1,839.92	1,925.28	1,964.88	1,983.92	2,043.84
	Annual	39,698	41,581	43,553	45,633	47,837	50,057	51,086	51,581	53,139
17	Hourly	20.482	21.511	22.523	23.572	24.738	25.960	26.468	26.721	27.529
	Bi-Weekly	1,638.56	1,720.88	1,801.84	1,885.76	1,979.04	2,076.80	2,117.44	2,137.68	2,202.32
	Annual	42,602	44,742	46,847	49,029	51,455	53,996	55,053	55,579	57,260

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2005 1% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	21.939	22.999	24.066	25.262	26.426	27.730	28.298	28.567	29.450
	Bi-Weekly	1,755.12	1,839.92	1,925.28	2,020.96	2,114.08	2,218.40	2,263.84	2,285.36	2,356.00
	Annual	45,633	47,837	50,057	52,544	54,966	57,678	58,859	59,419	61,256
19	Hourly	24.066	25.262	26.426	27.730	29.042	30.432	30.895	31.198	32.142
	Bi-Weekly	1,925.28	2,020.96	2,114.08	2,218.40	2,323.36	2,434.56	2,471.60	2,495.84	2,571.36
	Annual	50,057	52,544	54,966	57,678	60,407	63,298	64,261	64,891	66,855
20	Hourly	26.426	27.730	29.042	30.432	31.870	33.428	33.917	34.246	35.278
	Bi-Weekly	2,114.08	2,218.40	2,323.36	2,434.56	2,549.60	2,674.24	2,713.36	2,739.68	2,822.24
	Annual	54,966	57,678	60,407	63,298	66,289	69,530	70,547	71,231	73,378
21	Hourly	29.042	30.432	31.870	33.428	35.013	36.716	37.261	37.630	38.774
	Bi-Weekly	2,323.36	2,434.56	2,549.60	2,674.24	2,801.04	2,937.28	2,980.88	3,010.40	3,101.92
	Annual	60,407	63,298	66,289	69,530	72,827	76,369	77,502	78,270	80,649
22	Hourly	31.870	33.428	35.013	36.716	38.423	40.274	40.865	41.272	42.508
	Bi-Weekly	2,549.60	2,674.24	2,801.04	2,937.28	3,073.84	3,221.92	3,269.20	3,301.76	3,400.64
	Annual	66,289	69,530	72,827	76,369	79,919	83,769	84,999	85,845	88,416
23	Hourly	33.428	35.013	36.716	38.423	40.274	42.277	42.903	43.330	44.641
	Bi-Weekly	2,674.24	2,801.04	2,937.28	3,073.84	3,221.92	3,382.16	3,432.24	3,466.40	3,571.28
	Annual	69,530	72,827	76,369	79,919	83,769	87,936	89,238	90,126	92,853
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RATES IN EFFECT DECEMBER 1, 2005 1% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 20 MEMBERS ONLY

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
9	Hourly	11.903	12.444	13.048	13.679	14.309	14.991	15.417	15.572	16.031
	Bi-Weekly	952.24	995.52	1,043.84	1,094.32	1,144.72	1,199.28	1,233.36	1,245.76	1,282.48
	Annual	24,758	25,883	27,139	28,452	29,762	31,181	32,067	32,389	33,344
10	Hourly	12.751	13.346	13.971	14.649	15.354	16.072	16.377	16.552	17.041
	Bi-Weekly	1,020.08	1,067.68	1,117.68	1,171.92	1,228.32	1,285.76	1,310.16	1,324.16	1,363.28
	Annual	26,522	27,759	29,059	30,469	31,936	33,429	34,064	34,428	35,445
11	Hourly	13.679	14.309	14.991	15.691	16.466	17.301	17.647	17.810	18.357
	Bi-Weekly	1,094.32	1,144.72	1,199.28	1,255.28	1,317.28	1,384.08	1,411.76	1,424.80	1,468.56
	Annual	28,452	29,762	31,181	32,637	34,249	35,986	36,705	37,044	38,182
12	Hourly	14.649	15.354	16.072	16.845	17.711	18.532	18.896	19.084	19.664
	Bi-Weekly	1,171.92	1,228.32	1,285.76	1,347.60	1,416.88	1,482.56	1,511.68	1,526.72	1,573.12
	Annual	30,469	31,936	33,429	35,037	36,838	38,546	39,303	39,694	40,901
13	Hourly	15.691	16.466	17.301	18.136	18.958	19.906	20.303	20.498	21.118
	Bi-Weekly	1,255.28	1,317.28	1,384.08	1,450.88	1,516.64	1,592.48	1,624.24	1,639.84	1,689.44
	Annual	32,637	34,249	35,986	37,722	39,432	41,404	42,230	42,635	43,925
14	Hourly	16.845	17.711	18.532	19.468	20.391	21.358	21.799	22.016	22.680
	Bi-Weekly	1,347.60	1,416.88	1,482.56	1,557.44	1,631.28	1,708.64	1,743.92	1,761.28	1,814.40
	Annual	35,037	36,838	38,546	40,493	42,413	44,424	45,341	45,793	47,174
15	Hourly	18.136	18.958	19.906	20.892	21.941	22.973	23.436	23.676	24.383
	Bi-Weekly	1,450.88	1,516.64	1,592.48	1,671.36	1,755.28	1,837.84	1,874.88	1,894.08	1,950.64
	Annual	37,722	39,432	41,404	43,455	45,637	47,783	48,746	49,246	50,716
16	Hourly	19.468	20.391	21.358	22.378	23.459	24.547	25.052	25.295	26.059
	Bi-Weekly	1,557.44	1,631.28	1,708.64	1,790.24	1,876.72	1,963.76	2,004.16	2,023.60	2,084.72
	Annual	40,493	42,413	44,424	46,546	48,794	51,057	52,108	52,613	54,202
17	Hourly	20.892	21.941	22.973	24.043	25.233	26.479	26.997	27.255	28.080
	Bi-Weekly	1,671.36	1,755.28	1,837.84	1,923.44	2,018.64	2,118.32	2,159.76	2,180.40	2,246.40
	Annual	43,455	45,637	47,783	50,009	52,484	55,076	56,153	56,690	58,406

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 20 MEMBERS ONLY

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	22.378	23.459	24.547	25.767	26.955	28.285	28.864	29.138	30.039
	Bi-Weekly	1,790.24	1,876.72	1,963.76	2,061.36	2,156.40	2,262.80	2,309.12	2,331.04	2,403.12
	Annual	46,546	48,794	51,057	53,595	56,066	58,832	60,037	60,607	62,481
19	Hourly	24.547	25.767	26.955	28.285	29.623	31.041	31.513	31.822	32.785
	Bi-Weekly	1,963.76	2,061.36	2,156.40	2,262.80	2,369.84	2,483.28	2,521.04	2,545.76	2,622.80
	Annual	51,057	53,595	56,066	58,832	61,615	64,565	65,547	66,189	68,192
20	Hourly	26.955	28.285	29.623	31.041	32.507	34.097	34.595	34.931	35.984
	Bi-Weekly	2,156.40	2,262.80	2,369.84	2,483.28	2,600.56	2,727.76	2,767.60	2,794.48	2,878.72
	Annual	56,066	58,832	61,615	64,565	67,614	70,921	71,957	72,656	74,846
21	Hourly	29.623	31.041	32.507	34.097	35.713	37.450	38.006	38.383	39.549
	Bi-Weekly	2,369.84	2,483.28	2,600.56	2,727.76	2,857.04	2,996.00	3,040.48	3,070.64	3,163.92
	Annual	61,615	64,565	67,614	70,921	74,283	77,896	79,052	79,836	82,261
22	Hourly	32.507	34.097	35.713	37.450	39.191	41.079	41.682	42.097	43.358
	Bi-Weekly	2,600.56	2,727.76	2,857.04	2,996.00	3,135.28	3,286.32	3,334.56	3,367.76	3,468.64
	Annual	67,614	70,921	74,283	77,896	81,517	85,444	86,698	87,561	90,184
23	Hourly	34.097	35.713	37.450	39.191	41.079	43.123	43.761	44.197	45.534
	Bi-Weekly	2,727.76	2,857.04	2,996.00	3,135.28	3,286.32	3,449.84	3,500.88	3,535.76	3,642.72
	Annual	70,921	74,283	77,896	81,517	85,444	89,695	91,022	91,929	94,710
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RATES IN EFFECT JUNE 1, 2006 2% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	12.082	12.631	13.244	13.884	14.524	15.216	15.648	15.806	16.271
	Bi-Weekly	966.56	1,010.48	1,059.52	1,110.72	1,161.92	1,217.28	1,251.84	1,264.48	1,301.68
	Annual	25,130	26,272	27,547	28,878	30,209	31,649	32,547	32,876	33,843
10	Hourly	12.942	13.546	14.181	14.869	15.584	16.313	16.623	16.800	17.297
	Bi-Weekly	1,035.36	1,083.68	1,134.48	1,189.52	1,246.72	1,305.04	1,329.84	1,344.00	1,383.76
	Annual	26,919	28,175	29,496	30,927	32,414	33,931	34,575	34,944	35,977
11	Hourly	13.884	14.524	15.216	15.926	16.713	17.561	17.912	18.077	18.632
	Bi-Weekly	1,110.72	1,161.92	1,217.28	1,274.08	1,337.04	1,404.88	1,432.96	1,446.16	1,490.56
	Annual	28,878	30,209	31,649	33,126	34,763	36,526	37,256	37,600	38,754
12	Hourly	14.869	15.584	16.313	17.098	17.977	18.810	19.179	19.370	19.959
	Bi-Weekly	1,189.52	1,246.72	1,305.04	1,367.84	1,438.16	1,504.80	1,534.32	1,549.60	1,596.72
	Annual	30,927	32,414	33,931	35,563	37,392	39,124	39,892	40,289	41,514
13	Hourly	15.926	16.713	17.561	18.408	19.242	20.205	20.608	20.805	21.435
	Bi-Weekly	1,274.08	1,337.04	1,404.88	1,472.64	1,539.36	1,616.40	1,648.64	1,664.40	1,714.80
	Annual	33,126	34,763	36,526	38,288	40,023	42,026	42,864	43,274	44,584
14	Hourly	17.098	17.977	18.810	19.760	20.697	21.678	22.126	22.346	23.020
	Bi-Weekly	1,367.84	1,438.16	1,504.80	1,580.80	1,655.76	1,734.24	1,770.08	1,787.68	1,841.60
	Annual	35,563	37,392	39,124	41,100	43,049	45,090	46,022	46,479	47,881
15	Hourly	18.408	19.242	20.205	21.205	22.270	23.318	23.788	24.031	24.749
	Bi-Weekly	1,472.64	1,539.36	1,616.40	1,696.40	1,781.60	1,865.44	1,903.04	1,922.48	1,979.92
	Annual	38,288	40,023	42,026	44,106	46,321	48,501	49,479	49,984	51,477
16	Hourly	19.760	20.697	21.678	22.714	23.811	24.915	25.428	25.674	26.450
	Bi-Weekly	1,580.80	1,655.76	1,734.24	1,817.12	1,904.88	1,993.20	2,034.24	2,053.92	2,116.00
	Annual	41,100	43,049	45,090	47,245	49,526	51,823	52,890	53,401	55,016
17	Hourly	21.205	22.270	23.318	24.404	25.611	26.876	27.402	27.664	28.501
	Bi-Weekly	1,696.40	1,781.60	1,865.44	1,952.32	2,048.88	2,150.08	2,192.16	2,213.12	2,280.08
	Annual	44,106	46,321	48,501	50,760	53,270	55,902	56,996	57,541	59,282

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	22.714	23.811	24.915	26.154	27.359	28.709	29.297	29.575	30.490
	Bi-Weekly	1,817.12	1,904.88	1,993.20	2,092.32	2,188.72	2,296.72	2,343.76	2,366.00	2,439.20
	Annual	47,245	49,526	51,823	54,400	56,906	59,714	60,937	61,516	63,419
19	Hourly	24.915	26.154	27.359	28.709	30.067	31.507	31.986	32.299	33.277
	Bi-Weekly	1,993.20	2,092.32	2,188.72	2,296.72	2,405.36	2,520.56	2,558.88	2,583.92	2,662.16
	Annual	51,823	54,400	56,906	59,714	62,539	65,534	66,530	67,181	69,216
20	Hourly	27.359	28.709	30.067	31.507	32.995	34.608	35.114	35.455	36.524
	Bi-Weekly	2,188.72	2,296.72	2,405.36	2,520.56	2,639.60	2,768.64	2,809.12	2,836.40	2,921.92
	Annual	56,906	59,714	62,539	65,534	68,629	71,984	73,037	73,746	75,969
21	Hourly	30.067	31.507	32.995	34.608	36.249	38.012	38.576	38.959	40.142
	Bi-Weekly	2,405.36	2,520.56	2,639.60	2,768.64	2,899.92	3,040.96	3,086.08	3,116.72	3,211.36
	Annual	62,539	65,534	68,629	71,984	75,397	79,064	80,238	81,034	83,495
22	Hourly	32.995	34.608	36.249	38.012	39.779	41.695	42.307	42.728	44.008
	Bi-Weekly	2,639.60	2,768.64	2,899.92	3,040.96	3,182.32	3,335.60	3,384.56	3,418.24	3,520.64
	Annual	68,629	71,984	75,397	79,064	82,740	86,725	87,998	88,874	91,536
23	Hourly	34.608	36.249	38.012	39.779	41.695	43.770	44.417	44.860	46.217
	Bi-Weekly	2,768.64	2,899.92	3,040.96	3,182.32	3,335.60	3,501.60	3,553.36	3,588.80	3,697.36
	Annual	71,984	75,397	79,064	82,740	86,725	91,041	92,387	93,308	96,131

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RATES IN EFFECT DECEMBER 1, 2006 1.5% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 20 MEMBERS ONLY

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
9	Hourly	12.384	12.947	13.575	14.231	14.887	15.596	16.039	16.201	16.678
	Bi-Weekly	990.72	1,035.76	1,086.00	1,138.48	1,190.96	1,247.68	1,283.12	1,296.08	1,334.24
	Annual	25,758	26,929	28,236	29,600	30,964	32,439	33,361	33,698	34,690
10	Hourly	13.266	13.885	14.536	15.241	15.974	16.721	17.039	17.220	17.729
	Bi-Weekly	1,061.28	1,110.80	1,162.88	1,219.28	1,277.92	1,337.68	1,363.12	1,377.60	1,418.32
	Annual	27,593	28,880	30,234	31,701	33,225	34,779	35,441	35,817	36,876
11	Hourly	14.231	14.887	15.596	16.324	17.131	18.000	18.360	18.529	19.098
	Bi-Weekly	1,138.48	1,190.96	1,247.68	1,305.92	1,370.48	1,440.00	1,468.80	1,482.32	1,527.84
	Annual	29,600	30,964	32,439	33,953	35,632	37,440	38,188	38,540	39,723
12	Hourly	15.241	15.974	16.721	17.525	18.426	19.280	19.658	19.854	20.458
	Bi-Weekly	1,219.28	1,277.92	1,337.68	1,402.00	1,474.08	1,542.40	1,572.64	1,588.32	1,636.64
	Annual	31,701	33,225	34,779	36,452	38,326	40,102	40,888	41,296	42,552
13	Hourly	16.324	17.131	18.000	18.868	19.723	20.710	21.123	21.325	21.971
	Bi-Weekly	1,305.92	1,370.48	1,440.00	1,509.44	1,577.84	1,656.80	1,689.84	1,706.00	1,757.68
	Annual	33,953	35,632	37,440	39,245	41,023	43,076	43,935	44,356	45,699
14	Hourly	17.525	18.426	19.280	20.254	21.214	22.220	22.679	22.905	23.596
	Bi-Weekly	1,402.00	1,474.08	1,542.40	1,620.32	1,697.12	1,777.60	1,814.32	1,832.40	1,887.68
	Annual	36,452	38,326	40,102	42,128	44,125	46,217	47,172	47,642	49,079
15	Hourly	18.868	19.723	20.710	21.735	22.827	23.901	24.383	24.632	25.368
	Bi-Weekly	1,509.44	1,577.84	1,656.80	1,738.80	1,826.16	1,912.08	1,950.64	1,970.56	2,029.44
	Annual	39,245	41,023	43,076	45,208	47,480	49,714	50,716	51,234	52,765
16	Hourly	20.254	21.214	22.220	23.282	24.406	25.538	26.064	26.316	27.111
	Bi-Weekly	1,620.32	1,697.12	1,777.60	1,862.56	1,952.48	2,043.04	2,085.12	2,105.28	2,168.88
	Annual	42,128	44,125	46,217	48,426	50,764	53,119	54,213	54,737	56,390
17	Hourly	21.735	22.827	23.901	25.014	26.251	27.548	28.087	28.356	29.214
	Bi-Weekly	1,738.80	1,826.16	1,912.08	2,001.12	2,100.08	2,203.84	2,246.96	2,268.48	2,337.12
	Annual	45,208	47,480	49,714	52,029	54,602	57,299	58,420	58,980	60,765

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 20 MEMBERS ONLY

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u> <u>5TH STEP</u>	<u>YR AT 1ST</u> <u>LONGEVITY</u> <u>RATE & 10</u> <u>YRS SERVC</u>	<u>YR AT 2ND</u> <u>LONGEVITY</u> <u>RATE & 15</u> <u>YRS SERVC</u>	<u>YR AT 3RD</u> <u>LONGEVITY</u> <u>RATE & 20</u> <u>YRS SERVC</u>
18	Hourly	23.282	24.406	25.538	26.808	28.043	29.427	30.029	30.314	31.252
	Bi-Weekly	1,862.56	1,952.48	2,043.04	2,144.64	2,243.44	2,354.16	2,402.32	2,425.12	2,500.16
	Annual	48,426	50,764	53,119	55,760	58,329	61,208	62,460	63,053	65,004
19	Hourly	25.538	26.808	28.043	29.427	30.819	32.295	32.786	33.106	34.109
	Bi-Weekly	2,043.04	2,144.64	2,243.44	2,354.16	2,465.52	2,583.60	2,622.88	2,648.48	2,728.72
	Annual	53,119	55,760	58,329	61,208	64,103	67,173	68,194	68,860	70,946
20	Hourly	28.043	29.427	30.819	32.295	33.820	35.473	35.992	36.341	37.437
	Bi-Weekly	2,243.44	2,354.16	2,465.52	2,583.60	2,705.60	2,837.84	2,879.36	2,907.28	2,994.96
	Annual	58,329	61,208	64,103	67,173	70,345	73,783	74,863	75,589	77,868
21	Hourly	30.819	32.295	33.820	35.473	37.155	38.962	39.540	39.933	41.146
	Bi-Weekly	2,465.52	2,583.60	2,705.60	2,837.84	2,972.40	3,116.96	3,163.20	3,194.64	3,291.68
	Annual	64,103	67,173	70,345	73,783	77,282	81,040	82,243	83,060	85,583
22	Hourly	33.820	35.473	37.155	38.962	40.773	42.737	43.365	43.796	45.108
	Bi-Weekly	2,705.60	2,837.84	2,972.40	3,116.96	3,261.84	3,418.96	3,469.20	3,503.68	3,608.64
	Annual	70,345	73,783	77,282	81,040	84,807	88,892	90,199	91,095	93,824
23	Hourly	35.473	37.155	38.962	40.773	42.737	44.864	45.527	45.982	47.372
	Bi-Weekly	2,837.84	2,972.40	3,116.96	3,261.84	3,418.96	3,589.12	3,642.16	3,678.56	3,789.76
	Annual	73,783	77,282	81,040	84,807	88,892	93,317	94,696	95,642	98,533
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RATES IN EFFECT JUNE 1, 2007 2.5% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 20 MEMBERS ONLY

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
9	Hourly	12.632	13.206	13.847	14.516	15.185	15.908	16.360	16.525	17.012
	Bi-Weekly	1,010.56	1,056.48	1,107.76	1,161.28	1,214.80	1,272.64	1,308.80	1,322.00	1,360.96
	Annual	26,274	27,468	28,801	30,193	31,584	33,088	34,028	34,372	35,384
10	Hourly	13.531	14.163	14.827	15.546	16.293	17.055	17.380	17.564	18.084
	Bi-Weekly	1,082.48	1,133.04	1,186.16	1,243.68	1,303.44	1,364.40	1,390.40	1,405.12	1,446.72
	Annual	28,144	29,459	30,840	32,335	33,889	35,474	36,150	36,533	37,614
11	Hourly	14.516	15.185	15.908	16.650	17.474	18.360	18.727	18.900	19.480
	Bi-Weekly	1,161.28	1,214.80	1,272.64	1,332.00	1,397.92	1,468.80	1,498.16	1,512.00	1,558.40
	Annual	30,193	31,584	33,088	34,632	36,345	38,188	38,952	39,312	40,518
12	Hourly	15.546	16.293	17.055	17.876	18.795	19.666	20.051	20.251	20.867
	Bi-Weekly	1,243.68	1,303.44	1,364.40	1,430.08	1,503.60	1,573.28	1,604.08	1,620.08	1,669.36
	Annual	32,335	33,889	35,474	37,182	39,093	40,905	41,706	42,122	43,403
13	Hourly	16.650	17.474	18.360	19.245	20.117	21.124	21.545	21.752	22.410
	Bi-Weekly	1,332.00	1,397.92	1,468.80	1,539.60	1,609.36	1,689.92	1,723.60	1,740.16	1,792.80
	Annual	34,632	36,345	38,188	40,029	41,843	43,937	44,813	45,244	46,612
14	Hourly	17.876	18.795	19.666	20.659	21.638	22.664	23.133	23.363	24.068
	Bi-Weekly	1,430.08	1,503.60	1,573.28	1,652.72	1,731.04	1,813.12	1,850.64	1,869.04	1,925.44
	Annual	37,182	39,093	40,905	42,970	45,007	47,141	48,116	48,595	50,061
15	Hourly	19.245	20.117	21.124	22.170	23.284	24.379	24.871	25.125	25.875
	Bi-Weekly	1,539.60	1,609.36	1,689.92	1,773.60	1,862.72	1,950.32	1,989.68	2,010.00	2,070.00
	Annual	40,029	41,843	43,937	46,113	48,430	50,708	51,731	52,260	53,820
16	Hourly	20.659	21.638	22.664	23.748	24.894	26.049	26.585	26.842	27.653
	Bi-Weekly	1,652.72	1,731.04	1,813.12	1,899.84	1,991.52	2,083.92	2,126.80	2,147.36	2,212.24
	Annual	42,970	45,007	47,141	49,395	51,779	54,181	55,296	55,831	57,518
17	Hourly	22.170	23.284	24.379	25.514	26.776	28.099	28.649	28.923	29.798
	Bi-Weekly	1,773.60	1,862.72	1,950.32	2,041.12	2,142.08	2,247.92	2,291.92	2,313.84	2,383.84
	Annual	46,113	48,430	50,708	53,069	55,694	58,445	59,589	60,159	61,979

SCHEDULE I - SEIU LOCAL 20**BUREAU OF HUMAN RESOURCES
RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 20 MEMBERS ONLY**

<u>GD</u>		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	YEARS AT	YR AT 1ST	YR AT 2ND	YR AT 3RD
							5TH STEP	LONGEVITY	LONGEVITY	LONGEVITY
								RATE & 10	RATE & 15	RATE & 20
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
18	Hourly	23.748	24.894	26.049	27.344	28.604	30.016	30.630	30.920	31.877
	Bi-Weekly	1,899.84	1,991.52	2,083.92	2,187.52	2,288.32	2,401.28	2,450.40	2,473.60	2,550.16
	Annual	49,395	51,779	54,181	56,875	59,496	62,433	63,710	64,313	66,304
19	Hourly	26.049	27.344	28.604	30.016	31.435	32.941	33.442	33.768	34.791
	Bi-Weekly	2,083.92	2,187.52	2,288.32	2,401.28	2,514.80	2,635.28	2,675.36	2,701.44	2,783.28
	Annual	54,181	56,875	59,496	62,433	65,384	68,517	69,559	70,237	72,365
20	Hourly	28.604	30.016	31.435	32.941	34.496	36.182	36.712	37.068	38.186
	Bi-Weekly	2,288.32	2,401.28	2,514.80	2,635.28	2,759.68	2,894.56	2,936.96	2,965.44	3,054.88
	Annual	59,496	62,433	65,384	68,517	71,751	75,258	76,360	77,101	79,426
21	Hourly	31.435	32.941	34.496	36.182	37.898	39.741	40.331	40.732	41.969
	Bi-Weekly	2,514.80	2,635.28	2,759.68	2,894.56	3,031.84	3,179.28	3,226.48	3,258.56	3,357.52
	Annual	65,384	68,517	71,751	75,258	78,827	82,661	83,888	84,722	87,295
22	Hourly	34.496	36.182	37.898	39.741	41.588	43.592	44.232	44.672	46.010
	Bi-Weekly	2,759.68	2,894.56	3,031.84	3,179.28	3,327.04	3,487.36	3,538.56	3,573.76	3,680.80
	Annual	71,751	75,258	78,827	82,661	86,503	90,671	92,002	92,917	95,700
23	Hourly	36.182	37.898	39.741	41.588	43.592	45.761	46.438	46.902	48.319
	Bi-Weekly	2,894.56	3,031.84	3,179.28	3,327.04	3,487.36	3,660.88	3,715.04	3,752.16	3,865.52
	Annual	75,258	78,827	82,661	86,503	90,671	95,182	96,591	97,556	100,503
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RATES IN EFFECT DECEMBER 1, 2007, 2% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES

GD		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		STEP	STEP	STEP	STEP	STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	12.979	13.569	14.228	14.915	15.603	16.345	16.713	17.089	17.687
	Bi-Weekly	1,038.32	1,085.52	1,138.24	1,193.20	1,248.24	1,307.60	1,337.04	1,367.12	1,414.96
	Annual	26,996	28,223	29,594	31,023	32,454	33,997	34,763	35,545	36,788
10	Hourly	13.903	14.552	15.235	15.974	16.741	17.524	17.918	18.321	18.962
	Bi-Weekly	1,112.24	1,164.16	1,218.80	1,277.92	1,339.28	1,401.92	1,433.44	1,465.68	1,516.96
	Annual	28,918	30,268	31,688	33,225	34,821	36,449	37,269	38,107	39,440
11	Hourly	14.915	15.603	16.345	17.108	17.955	18.865	19.289	19.723	20.413
	Bi-Weekly	1,193.20	1,248.24	1,307.60	1,368.64	1,436.40	1,509.20	1,543.12	1,577.84	1,633.04
	Annual	31,023	32,454	33,997	35,584	37,346	39,239	40,121	41,023	42,459
12	Hourly	15.974	16.741	17.524	18.368	19.312	20.207	20.662	21.127	21.866
	Bi-Weekly	1,277.92	1,339.28	1,401.92	1,469.44	1,544.96	1,616.56	1,652.96	1,690.16	1,749.28
	Annual	33,225	34,821	36,449	38,205	40,168	42,030	42,976	43,944	45,481
13	Hourly	17.108	17.955	18.865	19.774	20.670	21.705	22.193	22.692	23.486
	Bi-Weekly	1,368.64	1,436.40	1,509.20	1,581.92	1,653.60	1,736.40	1,775.44	1,815.36	1,878.88
	Annual	35,584	37,346	39,239	41,129	42,993	45,146	46,161	47,199	48,850
14	Hourly	18.368	19.312	20.207	21.227	22.233	23.287	23.811	24.347	25.199
	Bi-Weekly	1,469.44	1,544.96	1,616.56	1,698.16	1,778.64	1,862.96	1,904.88	1,947.76	2,015.92
	Annual	38,205	40,168	42,030	44,152	46,244	48,436	49,526	50,641	52,413
15	Hourly	19.774	20.670	21.705	22.780	23.924	25.049	25.613	26.189	27.106
	Bi-Weekly	1,581.92	1,653.60	1,736.40	1,822.40	1,913.92	2,003.92	2,049.04	2,095.12	2,168.48
	Annual	41,129	42,993	45,146	47,382	49,761	52,101	53,275	54,473	56,380
16	Hourly	21.227	22.233	23.287	24.401	25.579	26.765	27.367	27.983	28.962
	Bi-Weekly	1,698.16	1,778.64	1,862.96	1,952.08	2,046.32	2,141.20	2,189.36	2,238.64	2,316.96
	Annual	44,152	46,244	48,436	50,754	53,204	55,671	56,923	58,204	60,240
17	Hourly	22.780	23.924	25.049	26.216	27.512	28.872	29.522	30.186	31.243
	Bi-Weekly	1,822.40	1,913.92	2,003.92	2,097.28	2,200.96	2,309.76	2,361.76	2,414.88	2,499.44
	Annual	47,382	49,761	52,101	54,529	57,224	60,053	61,405	62,786	64,985
18	Hourly	24.401	25.579	26.765	28.096	29.391	30.841	31.535	32.245	33.374
	Bi-Weekly	1,952.08	2,046.32	2,141.20	2,247.68	2,351.28	2,467.28	2,522.80	2,579.60	2,669.92
	Annual	50,754	53,204	55,671	58,439	61,133	64,149	65,592	67,069	69,417

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
19	Hourly	26.765	28.096	29.391	30.841	32.299	33.847	34.609	35.388	36.627
	Bi-Weekly	2,141.20	2,247.68	2,351.28	2,467.28	2,583.92	2,707.76	2,768.72	2,831.04	2,930.16
	Annual	55,671	58,439	61,133	64,149	67,181	70,401	71,986	73,607	76,184
20	Hourly	29.391	30.841	32.299	33.847	35.445	37.177	38.013	38.868	40.228
	Bi-Weekly	2,351.28	2,467.28	2,583.92	2,707.76	2,835.60	2,974.16	3,041.04	3,109.44	3,218.24
	Annual	61,133	64,149	67,181	70,401	73,725	77,328	79,067	80,845	83,674
21	Hourly	32.299	33.847	35.445	37.177	38.940	40.834	41.753	42.692	44.186
	Bi-Weekly	2,583.92	2,707.76	2,835.60	2,974.16	3,115.20	3,266.72	3,340.24	3,415.36	3,534.88
	Annual	67,181	70,401	73,725	77,328	80,995	84,934	86,846	88,799	91,906
22	Hourly	35.445	37.177	38.940	40.834	42.732	44.791	45.799	46.829	48.468
	Bi-Weekly	2,835.60	2,974.16	3,115.20	3,266.72	3,418.56	3,583.28	3,663.92	3,746.32	3,877.44
	Annual	73,725	77,328	80,995	84,934	88,882	93,165	95,261	97,404	100,813

RATES IN EFFECT JUNE 1, 2008, 2.75% FOR SEIU LOCAL 20 MEMBERS ONLY

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES

GD		1ST	2ND	3RD	4TH	5TH	AFTER 2	AFTER 1	AFTER 1	AFTER 1
		STEP	STEP	STEP	STEP	STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC
9	Hourly	12.979	13.569	14.228	14.915	15.603	16.345	16.713	17.089	17.864
	Bi-Weekly	1,038.32	1,085.52	1,138.24	1,193.20	1,248.24	1,307.60	1,337.04	1,367.12	1,429.12
	Annual	26,996	28,223	29,594	31,023	32,454	33,997	34,763	35,545	37,157
10	Hourly	13.903	14.552	15.235	15.974	16.741	17.524	17.918	18.321	19.152
	Bi-Weekly	1,112.24	1,164.16	1,218.80	1,277.92	1,339.28	1,401.92	1,433.44	1,465.68	1,532.16
	Annual	28,918	30,268	31,688	33,225	34,821	36,449	37,269	38,107	39,836
11	Hourly	14.915	15.603	16.345	17.108	17.955	18.865	19.289	19.723	20.617
	Bi-Weekly	1,193.20	1,248.24	1,307.60	1,368.64	1,436.40	1,509.20	1,543.12	1,577.84	1,649.36
	Annual	31,023	32,454	33,997	35,584	37,346	39,239	40,121	41,023	42,883
12	Hourly	15.974	16.741	17.524	18.368	19.312	20.207	20.662	21.127	22.085
	Bi-Weekly	1,277.92	1,339.28	1,401.92	1,469.44	1,544.96	1,616.56	1,652.96	1,690.16	1,766.80
	Annual	33,225	34,821	36,449	38,205	40,168	42,030	42,976	43,944	45,936
13	Hourly	17.108	17.955	18.865	19.774	20.670	21.705	22.193	22.692	23.721
	Bi-Weekly	1,368.64	1,436.40	1,509.20	1,581.92	1,653.60	1,736.40	1,775.44	1,815.36	1,897.68
	Annual	35,584	37,346	39,239	41,129	42,993	45,146	46,161	47,199	49,339
14	Hourly	18.368	19.312	20.207	21.227	22.233	23.287	23.811	24.347	25.451
	Bi-Weekly	1,469.44	1,544.96	1,616.56	1,698.16	1,778.64	1,862.96	1,904.88	1,947.76	2,036.08
	Annual	38,205	40,168	42,030	44,152	46,244	48,436	49,526	50,641	52,938
15	Hourly	19.774	20.670	21.705	22.780	23.924	25.049	25.613	26.189	27.377
	Bi-Weekly	1,581.92	1,653.60	1,736.40	1,822.40	1,913.92	2,003.92	2,049.04	2,095.12	2,190.16
	Annual	41,129	42,993	45,146	47,382	49,761	52,101	53,275	54,473	56,944
16	Hourly	21.227	22.233	23.287	24.401	25.579	26.765	27.367	27.983	29.252
	Bi-Weekly	1,698.16	1,778.64	1,862.96	1,952.08	2,046.32	2,141.20	2,189.36	2,238.64	2,340.16
	Annual	44,152	46,244	48,436	50,754	53,204	55,671	56,923	58,204	60,844
17	Hourly	22.780	23.924	25.049	26.216	27.512	28.872	29.522	30.186	31.555
	Bi-Weekly	1,822.40	1,913.92	2,003.92	2,097.28	2,200.96	2,309.76	2,361.76	2,414.88	2,524.40
	Annual	47,382	49,761	52,101	54,529	57,224	60,053	61,405	62,786	65,634
18	Hourly	24.401	25.579	26.765	28.096	29.391	30.841	31.535	32.245	33.708
	Bi-Weekly	1,952.08	2,046.32	2,141.20	2,247.68	2,351.28	2,467.28	2,522.80	2,579.60	2,696.64
	Annual	50,754	53,204	55,671	58,439	61,133	64,149	65,592	67,069	70,112

SCHEDULE I - SEIU LOCAL 20

BUREAU OF HUMAN RESOURCES

<u>GD</u>		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>AFTER 2</u>	<u>AFTER 1</u>	<u>AFTER 1</u>	<u>AFTER 1</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>YEARS AT</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
							<u>5TH STEP</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>	<u>LONGEVITY</u>
								<u>RATE & 10</u>	<u>RATE & 15</u>	<u>RATE & 20</u>
								<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>
19	Hourly	26.765	28.096	29.391	30.841	32.299	33.847	34.609	35.388	36.993
	Bi-Weekly	2,141.20	2,247.68	2,351.28	2,467.28	2,583.92	2,707.76	2,768.72	2,831.04	2,959.44
	Annual	55,671	58,439	61,133	64,149	67,181	70,401	71,986	73,607	76,945
20	Hourly	29.391	30.841	32.299	33.847	35.445	37.177	38.013	38.868	40.630
	Bi-Weekly	2,351.28	2,467.28	2,583.92	2,707.76	2,835.60	2,974.16	3,041.04	3,109.44	3,250.40
	Annual	61,133	64,149	67,181	70,401	73,725	77,328	79,067	80,845	84,510
21	Hourly	32.299	33.847	35.445	37.177	38.940	40.834	41.753	42.692	44.628
	Bi-Weekly	2,583.92	2,707.76	2,835.60	2,974.16	3,115.20	3,266.72	3,340.24	3,415.36	3,570.24
	Annual	67,181	70,401	73,725	77,328	80,995	84,934	86,846	88,799	92,826
22	Hourly	35.445	37.177	38.940	40.834	42.732	44.791	45.799	46.829	48.953
	Bi-Weekly	2,835.60	2,974.16	3,115.20	3,266.72	3,418.56	3,583.28	3,663.92	3,746.32	3,916.24
	Annual	73,725	77,328	80,995	84,934	88,882	93,165	95,261	97,404	101,822

RATES IN EFFECT JUNE 1, 2008, 2.75% FOR SEIU LOCAL 20 MEMBERS ONLY

COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C

**PLAN DESIGN CHANGES EFFECTIVE 12/1/07
PAYROLL CONTRIBUTION CHANGES EFFECTIVE 6/1/08**

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits (through 11/30/07)	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Individual Deductible *	None		\$0 / \$200	\$125 / \$250
Family Deductible *	None		\$0 / \$400	\$250 / \$500
Ind. Out of Pocket Max *	None		\$1,000 ** / \$3,000 **	\$1,500 ** / \$3,000 **
Fam. Out of Pocket Max *	None		\$2,000 ** / \$6,000 **	\$3,000 ** / \$6,000 **
Lifetime Maximum	Unlimited		Unlimited / \$1,000,000	Unlimited / \$1,000,000
* Annual Basis			** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)	** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)

PLAN LIMITS AND MAXIMUMS:	HMO Current Benefits (through 11/30/07)	HMO Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Co-Insurance	None		90% / 60% ***	<p>*** Subject to Schedule of Maximum Allowances (SMA), i.e., the amount doctors and other health care providers in the network have agreed to accept for their services. These amounts are generally lower than what providers outside the network charge. If you go out of network, you will pay any balance above the SMA in addition to the deductible and co-insurance.</p>

OUTPATIENT SERVICES (MEDICAL & SURGICAL)

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Doctor Office Visits	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Routine Physical Exams and Preventive Screenings	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Well-Child Care	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
X-Ray/Diagnostic tests (performed in lab or hospital)	100%	100%	90% / 60% *	90% / 60% *
Maternity Prenatal/Postnatal Care	\$3 co-payment / member for initial visit	\$10 co-payment / member for initial visit	90% after \$20 co-pay (initial visit) / 60% *	90% after \$25 co-pay (initial visit) / 60% *
OutPatient Surgery (facility charges)	100%	100% after \$100 co-pay	90% / 60% *	90% / 60% *
OutPatient Surgery (doctor services)	100%	100%	90% / 60% *	90% / 60% *
Other OutPatient Services (including chemotherapy, radiation, renal dialysis)	100%	100%	90% / 60% *	90% / 60% *
Allergy Testing / Injections / Immunizations	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Infertility Treatment, as defined by plans	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *

OUTPATIENT SERVICES (MEDICAL & SURGICAL cont'd)			
BENEFIT OVERVIEW	HMO		PPO
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network
Physical, Speech and Occupational Therapy (60 visits Combined Annual Maximum)	100%	100%	90% / 60*
Ambulance Services	100%	100%	80% / 80% *
Emergency Room Visits (life threatening illness or injury; waived if admitted as inpatient)	100%	100% after \$40 co-pay	100%
Medically Necessary Dental Services (repair from accidental injury to sound natural teeth)	100%	100%	90% / 60% *
Home Health Care	100%	100%	90% / 60% *
Skilled Nursing Care (excl. custodial care)	100%	100%	90% / 60% *
Prosthetic Devices	100%	100%	90% / 60% *
			Benefit Level Effective 12/1/07 In Network / Out of Network
			90% / 60*
			80% / 80% *
			100% after \$40 co-pay
			90% / 60% *
			90% / 60% *
			90% / 60% *
			90% / 60% *

INPATIENT SERVICES (MEDICAL & SURGICAL)

BENEFIT OVERVIEW

	HMO		PPO	
	Current Benefits through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Hospital (Semi-Private Room), including Maternity inpatient obstetrical care	100%	100% after \$100 co-pay per admission	90% / 60% *	90% / 60% *
Physician/Surgeon/Anesthesiologist Services	100%	100%	90% / 60% *	90% / 60% *
X-Ray / Diagnostic Services	100%	100%	90% / 60% *	90% / 60% *
Facility Charges	100%	100%	90% / 60% *	90% / 60% *

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Mental Health/Chemical Dependency/ Substance Abuse Combined Maximum Benefit for In/Out Mental Health and Chemical Dependency Abuse Limits	Unlimited	Unlimited	Individual Annual Maximum: \$ 5,000 Outpatient and \$25,000 Combined In and Outpatient per individual, per calendar year, and a \$100,000 lifetime maximum (benefit maximum do not apply to mental health benefits)	
Outpatient Services (unlimited)	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	
Inpatient Mental Health/Substance Abuse (30 days/year max)	100%	100%	90% / 60% * Subject to overall plan limits stated above	
Supplemental Outpatient Mental Health/Substance Abuse: 2/lifetime; 4 hrs/night; 4 night/wk; 4 consecutive weeks	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits stated above	

**PRESCRIPTION DRUGS (WHEN FILLED AT A PARTICIPATING PHARMACY)
ADMINISTERED BY PHARMACY BENEFIT MANAGER, NOT HEALTH PLAN(S)**

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07
Generic (30 day supply at Retail)	\$5	\$7	\$5	\$7
Brand (30 day supply at Retail)	\$10	N/A	\$10	N/A
Formulary (30 day supply at Retail)	N/A	\$15 *	N/A	\$15 *
Non-Formulary (30 day supply at Retail)	N/A	\$25 *	N/A	\$25 *
Mail Order Co-Pays (90 day supply)	1 x Retail Co-pay	2 x Retail Co-pay	\$0	2 x Retail Co-pay

* If you purchase a formulary or non-formulary drug when a generic equivalent is available, you will pay the generic co-pay plus the difference in cost between the generic and the formulary/non-formulary drug.

**Employee Contributions
Effective June 1, 2008**

Percentage of Salary (Pre-Tax)	HMO		PPO	
	Contribution Through 11/30/07	Contribution Effective 6/1/08	Contribution Through 11/30/07	Contribution Effective 6/1/08
Employee Only	.5%	.5%	1.5%	1.5%
Employee plus Child(ren)	N/A	.75 %	N/A	1.75%
Employee plus Spouse	.5 %	1.0%	1.5 %	2.0 %
Employee plus Family	.5 %	1.25 %	1.5 %	2.25 %
Cap	\$8 PER PAY PERIOD	None	None	None

VISION BASIC BENEFITS – APPENDIX C

Eligible employees and their covered dependents may receive a routine eye examination and lenses once every calendar year, frames once every 24 months. Once the basic benefits are exhausted, additional glasses and contacts are available to participants at discounted prices through participating provider locations.

Eye Examination: \$0

Benefit includes a routine complete examination, refraction and prescription. Also, if indicated, your doctor may recommend additional procedures (such as dilation) at an additional cost to the member.

Eyeglass Lenses: \$0

Benefit includes standard uncoated plastic lenses regardless of size or power. Lens options are available for additional costs. Solid tints are covered in full.

Frames **: \$0

Members may choose a frame up to a regular retail value of \$100. Frames above \$100 regular retail price, member pays the amount over \$100 less 10%.

Contact Lenses **: \$0

Benefit includes any pair of contact lenses up to a regular retail of \$100. Contacts above \$100 regular retail are available at an additional cost.

** The applicable allowance amount may be used only once per benefit period on either eyeglasses or contacts.

LENS OPTIONS CO-PAYMENTS

Standard Progressive (No-Line Bifocal)	\$50
Polycarbonate	\$30
Scratch Resistant Coating	\$12
Ultraviolet Coating	\$12
Solid or Gradient Tint	\$ 8
Glass (Only for non-minors)	\$15
Photochromatic	\$30
Anti-Reflective Coating	\$35

DENTAL HMO BENEFITS – APPENDIX C

All new employees hired after December 1, 1999, must be in the Dental HMO for one year before changing to the Dental PPO. Employees are allowed to change plans during the annual open enrollment after one year of HMO enrollment.

Dental care is provided to eligible members and their dependent through participating designated dentist. The premium for the dental care is paid in full by Cook County.

SCHEDULE OF BENEFITS:

PREVENTIVE CARE:

Includes dental exams, x-rays and two cleanings per year are covered at 100%. Fluoride treatments for children under age 19 are also covered at 100%.

BASIC BENEFITS:

Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 75%.

MAJOR SERVICES:

Require a co-payment by the member for each specific service. These co-payments equal a discount of approximately 60%.

ORTHODONTICS:

Available to children under the age of 19 with co-payments equal to a discount of approximately 25%.

DEDUCTIBLE:

None

BENEFIT PERIOD MAXIMUM:

Unlimited

DENTAL PPO BENEFITS – APPENDIX C

	In-Network	Out-Of-Network *
Benefit Period Maximum	\$1,500 per person; per year	
Deductible	\$25/Individual; \$100 Family (4 individual maximum, does not apply to preventive and orthodontic services)	\$50/Individual; \$200 Family (4 individual maximum, does not apply to preventive and orthodontic services)
Preventive (No Deductible)	100% of Maximum Allowance	80% of Maximum Allowance *
Primary Services (x-rays, space maintainers)	80 % of Maximum Allowance	60% of Maximum Allowance *
Restorative Services: Routine Fillings Crowns Inlays and Onlays	80 % of Maximum Allowance 50 % of Maximum Allowance 50 % of Maximum Allowance	60% of Maximum Allowance * 50% of Maximum Allowance * 50% of Maximum Allowance *
Emergency Services (Palliative Emergency Treatment)	80 % of Maximum Allowance	80 % of Maximum Allowance *
Endodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Periodontics	80 % of Maximum Allowance	60 % of Maximum Allowance *
Oral Surgery Routine Extractions Removal of Impacted Teeth (soft tissue and partial bony)	80 % of Maximum Allowance 80 % of Maximum Allowance	60 % of Maximum Allowance * 60 % of Maximum Allowance *
Prosthetics	50 % of Maximum Allowance	50 % of Maximum Allowance *
Orthodontics Lifetime Maximum	50 % up to lifetime maximum \$1250	50 % up to lifetime maximum* \$1250

* Schedule of Maximum Allowance: PPO providers have agreed to accept the Schedule of Maximum Allowances as payment in full for covered services. Out-of-network providers do not accept the Schedule of Maximum Allowances in full. Members are liable for any difference between out-of-network dentist's charges and dental provider benefit payment, in addition to the deductible and co-insurance.

SIDE LETTER

Between

SEIU LOCAL 20 and COOK COUNTY

Health Care Professionals

In interpreting the term "cost of courses" in Article IX, Section 4 of this Agreement, the parties agree, for this health care professional bargaining unit only, that the cost of books is an allowable expense.

Agreed: June 6, 2006

SEIU Local 20

Date

Cook County

Date

SIDE LETTER

Between

SEIU LOCAL 20 and CookCounty

If an employee who works at Stroger Hospital can establish that he entered the JTDC parking lot at least one half (½) hour before the start of his shift, and management determines that there was a shuttle problem, and the employee has no pattern of tardiness, the employee will neither be disciplined nor docked so long as he reports on duty within thirty (30) minutes of the start of his shift.

SEIU Local 20

Date

Cook County

Date