

New Item # 8

COLLECTIVE BARGAINING AGREEMENT

Between

CHICAGO TYPOGRAPHICAL UNION, LOCAL NO. 16

And

COUNTY OF COOK

December 1, 2008 thru November 30, 2012

Effective, October 16, 2012

AGRMTS/16/TYPOCS.F

TABLE OF CONTENTS
(Continued)

Article	Section	Subject	Page
V		SENIORITY	7
	5.1	Probationary Period	7
	5.2	Definition of Seniority	7
	5.3	Promotion, Transfer	7
	5.4	Reduction in Work Force, Layoff and Recall	8
	5.5	Promotion and Shift Assignment	8
	5.6	Return to Former Job	8
	5.7	Return to Represented Unit	9
	5.8	Termination of Seniority	9
	5.9	Transfer of Stewards	9
	5.10	Seniority List	9
	5.11	Job Posting	10
VI		HOLIDAYS	10
	6.1	Regular Holidays	10
	6.2	Eligibility	10
	6.3	Holidays in Vacation	11
	6.4	Failure to Report	11
VII		VACATIONS	11
	7.1	Eligibility	11
	7.2	Vacation Accrual	12
	7.3	Vacation Pay	12
	7.4	Vacation Preference and Scheduling	12
	7.5	Accrued Benefits at Separation	12
VIII		WELFARE BENEFITS	12
	8.1	Hospitalization Insurance	12
	8.2	Sick Pay	13
	8.3	Disability Benefits	13
	8.4	Life Insurance	14
	8.5	Pension Plan	14

TABLE OF CONTENTS
(Continued)

Article	Section	Subject	Page
	8.6	Dental Plan	14
	8.7	Vision Plan	14
	8.8	Hospitalization - New Hires	14
	8.9	Flexible Benefits Plan	14
	8.10	Insurance Opt-Out	14
IX		LEAVES	15
	9.1	Bereavement Leave	15
	9.2	Union Leave	15
	9.3	Military Leave	15
	9.4	Regular Leave	16
	9.5	Maternity/Paternity Leave (FMLA)	16
	9.6	Seniority on Leave	16
	9.7	Retention of Benefits	16
	9.8	Use of Benefit Time	16
X		ADDITIONAL BENEFITS	17
	10.1	Jury Make-up Pay	17
	10.2	Election Day	17
	10.3	Personal Days	17
XI		GRIEVANCE PROCEDURE	18
	11.1	Policy	18
	11.2	Definition	18
	11.3	Representation	18
	11.4	Grievance Procedure Steps	18
	11.5	Time Limits	18
	11.6	Step 4	18
	11.7	Stewards	19
	11.8	Union Representatives	19
	11.9	Impartial Arbitration	19

TABLE OF CONTENTS
(Continued)

Article Page	Section	Subject	
	11.10	Grievance Meetings	20
	11.11	Discipline	20
XII		CONTINUITY OF OPERATION	20
	12.1	No Strike	20
	12.2	Union Responsibility	20
	12.3	Discharge of Violators	20
	12.4	No Lock-Out	21
	12.5	Reservation of Rights	21
XIII		MISCELLANEOUS	21
	13.1	No Discrimination	21
	13.2	Safety	21
	13.3	Doctor's Statement	21
	13.4	Bulletin Boards	21
	13.5	Partial Invalidity	22
	13.6	Technological Changes	22
	13.7	American's with Disabilities Act	22
	13.8	Integrity of the Bargaining Unit/Sub-Contracting	22
	13.9	Work Schedule Changes	23
	13.10	Tuition Reimbursement	23
XIV		DURATION	23
	14.1	Term	23
	14.2	Notice	23
Appendix A		Job Classifications	25
Appendix B		Pay Plan	27
Appendix C		Health Plan	45

PREAMBLE

This collective bargaining agreement is entered into between the County of Cook employer of employees covered by this Agreement (hereinafter referred to as the "County" or "Employer") and the Chicago Typographical Union, Local No. 16 (hereinafter referred to as "Union").

ARTICLE I Recognition

Section 1.1 Representative Unit:

The Employer recognizes the Union as the sole and exclusive representative for all employees of the Employer performing the work of the job classifications set forth in Appendix A of this Agreement and excluding all confidential employees, technicals, professionals, supervisors, managers, seasonal employees, all industrial relations and personnel department employees.

The term "Department" when used in this Agreement shall be understood as referring to the following:

016 Bureau of Administration- Offset Printing Section

Section 1.2 Union Membership:

The Employer 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 required as a condition of membership.

The Employer will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement.

Section 1.3 Dues check off:

With respect to any employee from whom the Employer receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the Employer, the Employer shall deduct from the wages of the employee the dues and initiation fee required as a condition of membership in the Union, or a representation fee, and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Union, and the Employer shall continue to retain a service charge of five cents (5¢) for making each such deduction.

If the employee has no earnings due for that paycheck, the Union shall be responsible for collecting said amounts.

Section 1.4 "Fair Share:"

- A. 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 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 30 days of the Union meeting said condition or within 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) will 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.
- B. 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.
- C. 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.
- D. 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, 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.

- E. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different from 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 4, 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 provisions of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

**ARTICLE II
Employer Authority**

Section 2.1 Employer Rights:

The Union recognizes that the Employer has the full authority and responsibility for directing its operations and determining policy. The Employer reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by the statutes of the State of Illinois, and to adopt and apply all rules, regulations and policies as it may deem necessary to carry out its statutory responsibilities; provided, however, that the Employer shall abide by and be limited only by the specific and express terms of this Agreement, to the extent permitted by law.

Section 2.2 Employer Obligation:

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

Section 2.3 Union and Employer Meetings:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and Employer agree to meet at least once per quarter (or more frequently if agreed to by the parties) through designated representatives at the request of either party and at mutually agreed upon times and locations. The Union and Employer shall each designate not more than three (3) representatives to a Labor-Management committee for this purpose.

**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 determining employees' work schedules and as a basis for calculating overtime pay, and shall not be construed as a limitation upon the maximum hours per day or per week which may be required.

Section 3.2 Regular Work Periods:

- A. The regular work day for a full time employee shall consist of eight (8) consecutive hours within the twenty-four (24) hour period beginning at his/her scheduled starting time.
- B. The length of paid lunch periods and breaks presently granted shall remain in effect.
- C. Employees shall be paid once every two weeks (bi-weekly). If possible, checks shall be distributed before lunch time on payday.

Section 3.3 Overtime Pay:

- A. Overtime will be voluntary to the extent possible. Employees may be assigned overtime work provided that such overtime shall be limited to either emergency conditions which cannot be deferred and which cannot be performed with the personnel available during normal working hours, or because of an abnormal peak load in the activities of the Department.
- B. An employee shall be paid one and one-half times of the employee's regular hourly rate for all hours worked in excess of eight (8) hours in any regular work day, or over forty (40) hours in any regular work week.
- C. The County shall refuse overtime that would result in more than 40-hours of overtime in any pay period, or that would result in more than 624 hours of overtime in a fiscal year, except for situations of operational necessity as determined by the County

Section 3.4 Overtime Work:

The Employer will attempt to assign overtime work to the employees who are immediately available when the need for overtime arises and who normally and customarily perform the work involved, except that in cases of emergency the Employer may assign the overtime work to any employees immediately available.

In situations where the overtime in the Department is abnormal due to the workload in the Department, overtime opportunities may be offered to employees outside the primary classification where the work is available. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within the department, and in the case of abnormal workload, equitably throughout the workforce among those employees wishing to perform overtime work.

Section 3.5 Flextime:

Requests by employees for flextime schedules may be granted if practicable to do so. The scheduling of flextime shall be by mutual arrangement between the employee and his/her supervisor. Flextime shall not be granted or denied in a discriminatory or arbitrary manner. All agreements reached regarding flextime schedules will be reduced to writing and signed by the employee, his/her supervisor, the Department Director and the Director of Human Resources. the flextime schedule

will become effective upon verbal approval by the Department Director and will remain the employee's regular scheduled hours of work unless disapproved by the Department of Human Resources, or until the schedule is changed or eliminated.

Section 3.6 Call Back Pay:

An employee called back to work outside of his/her regularly scheduled shift or on his/her scheduled days off shall be paid a minimum of two (2) hours pay at the applicable rate. Any bargaining unit work started shall be paid a minimum of four (4) hours pay at the applicable rate.

Section 3.7 Lunch and Breaks During Overtime Periods:

Employees working overtime shall receive a fifteen-minute break after four (4) hours of overtime work. Employees assigned to work overtime for a continuous period of six (6) hours or more beyond their regular work day shall be granted a one-hour lunch in addition to their fifteen-minute break.

**ARTICLE IV
Rates of Pay**

Section 4.1 Job Classification/Wages:

Employees in the job classifications set forth in Appendix A shall receive the hourly rate provided for their respective grade and length of service in that job classification as set forth on Schedule I. Any employee who receives an upgrade or reclassification during the term of this Agreement shall be paid the rate set forth in Schedule I and any subsequent Schedules promulgated as a result of increases for the pay grade of the upgraded classification. Employees shall be increased to the appropriate step upon completion of the required length of service in a classification unless the parties agree otherwise.

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 January 1, 2011	2.25%%
Effective with the first full pay period, on or after June 1, 2012	3.75%

Section 4.2 New, Changed or Misclassification:

- A. During the term of this Agreement, the County may establish new and changed 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 reclassification in the forthcoming departmental budget request. The County will discuss any reclassifications with the Union prior to implementation.

Section 4.3 Classification and Grade Changes:

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this 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 employees 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 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 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 4.4 Job Descriptions:

Job descriptions for each position in the bargaining unit shall be maintained in the Employer's offices and shall be given to each current employee upon request and to each new employee when they assume the position. Where possible and available the Employer shall supplement such job description with existing internal job descriptions.

ARTICLE V
Seniority

Section 5.1 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 one hundred and eighty (180) 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 notified about the institution 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 just cause and shall have no recall rights or recourse to the grievance procedure with respect to any discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of his/her most recent hire.

Section 5.2 Definition of Seniority:

For purposes of this Article, seniority is defined as an employee's length of continuous employment in the bargaining unit as a full-time employee. In the event employees are hired on the same day, the lowest employee number would be most senior.

Section 5.3 Promotions, Transfer:

In order to be selected for a position, applicants shall meet the qualifications of the job description. In all cases of promotion, the Employer shall consider the following factors in assessing candidates for an available position: ability, education (or equivalent experience), other qualifications or characteristics of the candidate and work history. Seniority shall govern the selection among relatively equal bidders.

Section 5.4 Reduction in Work Force, Layoff and Recall:

Employees and the Union shall be given notice of any reduction in force at least two (2) weeks prior to the proposed effective date of the reduction in force. The Employer shall meet with the Union (upon request) to discuss alternatives to a potential reduction in force as soon as feasible possible following a request to meet for this purpose.

Should the Employer determine that it is necessary to decrease the number of employees within a job classification; the following procedure will be utilized:

1. The Employer will determine the number of positions to be reduced within each classification.
2. Layoff shall be in inverse seniority order within classification provided the employer will examine the ability and other qualifications or characteristics of the candidate and his/her work history.
3. Further, provided that the employees are relatively equal, inverse seniority as defined in Section 2 shall prevail in determining the employee or employees who will be laid off.
4. An employee subject to layoff will be placed in any vacant position for which he/she is qualified or may replace an employee who has not completed his/her probationary period, or is a temporary employee in a position for which the employee subject to layoff is qualified. In addition, an employee in a position to be eliminated may bump any junior employee within his/her Department in any position within the same or lower grade provided that his/her skill and ability to perform the job are equal to or greater than the junior employee who would be bumped.
5. Employees will be recalled to work in seniority order of layoff under this provision before any new employees are hired within their classification. Employees placed on layoff shall be entitled to recall for a period of one (1) year following the date of layoff.

Section 5.5 Promotion and Shift Assignment:

Should the Employer begin an additional shift of work, employees in the affected classification shall be given first choice by seniority within the appropriate classification to accept a different shift. In the event that there are insufficient volunteers for the additional shift, the Employer may assign employees within the appropriate classification in inverse order of seniority to the newly-created shift.

Section 5.6 Return to Former Job:

An employee who has been promoted or transferred to another job within the bargaining unit may be returned to his/her former job or an equivalent position, within ninety (90) calendar days or before completion of a formal training program, if the employee does not demonstrate the ability and qualifications to satisfactorily perform the job to which promoted or transferred. Prior to any such return, the employee shall be given a reasonable amount of training in order to perform the job in an adequate manner, as determined by the Employer.

An employee who has accepted a different job within the bargaining unit may ask to return to his/her former job within fifteen (15) days after commencing work on the new job. An employee who

receives a new job under this procedure shall not be permitted to bid for another job for one (1) year thereafter, and an employee who returns to his/her former classification under this procedure will not be permitted to bid again on the same job for one (1) year thereafter.

Section 5.7 Return to Represented Unit:

An employee who has been promoted or transferred out of the represented unit, and who is later transferred back to the unit by the County, shall upon return to the represented unit be granted the seniority he/she would have had, had the employee continued to work in the classification from which he/she was promoted or transferred.

Section 5.8 Termination of Seniority:

An employee's seniority and employment relationship with the Employer 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 a designee during such period of the reason for the absence, unless the Employee has an explanation satisfactory to the Employer 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 an explanation acceptable to the Employer, 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 employee on 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 report for work upon recall from layoff within ten (10) working 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 Department Personnel Office;
- (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 Employer in writing.

Section 5.9 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 7, 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 5.10 Seniority List:

On December 1st and June 1st of each year, the Employer will furnish each local union a list showing the name, number, address, classification and last hiring date of each employee in the bargaining unit, and whether the employee is entitled to seniority or not. The Employer shall post a similar list without employee addresses on bulletin boards designated for employee notices. Within (30) calendar days after the date of posting, an employee must notify the Employer in writing of any

error in his/her last hiring date as it appears on that list or it will be considered correct and binding on the employee and the Union for that period of time. The Employer will furnish the Union monthly reports of any changes to such list.

Section 5.11 Job Posting:

When job openings or vacancies occur within the bargaining unit, or when new positions are created, upon the decision to fill said vacancies, the Employer shall post a notice on all bulletin boards where notices to employees are normally posted. The posting shall include the following information: job classification and grade, salary, minimum qualifications for the position and job summary. These postings will be for a period of fourteen (14) calendar days.

**ARTICLE VI
Holidays**

Section 6.1 Regular Holidays:

The following days are hereby declared holidays, except in emergency and for necessary operation, for all employees in the bargaining unit:

a. New Year's Day	January 1
b. Martin Luther King's Birthday	Third Monday in January
c. Lincoln's Birthday	February 12
d. Presidents' Day	Third Monday in February
e. Casimir Pulaski Day	First Monday in March
f. Memorial Day	Last Monday in May
g. Independence Day	July 4
h. Labor Day	First Monday in September
i. Columbus Day	Second Monday in October
j. Veteran's Day	November 11
k. Thanksgiving Day	Fourth Thursday in November
l. Christmas Day	December 25

Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.

In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Board of Commissioners of Cook County.

In addition to the foregoing paid holidays, employees shall be credited with one (1) floating holiday on December 1 of each year which must be used by the employee between December 1 and November 30. The floating holiday may not be carried over into the next fiscal year. The floating holiday will be scheduled in accordance with the procedures for vacation selection. Use of the floating holiday is restricted to a full day increment. Requests shall not be unreasonably denied. If an employee is required to work on an approved floating holiday, the employee shall receive one and one-half times the employee's regular hourly rate for the hours actually worked plus eight (8) hours pay.

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 acceptable to the Employer.
- (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 leave during such period, unless the employee has a reasonable explanation acceptable to the Employer.

Section 6.3 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 6.4 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, acceptable to the Employer for failing to report.

**ARTICLE VII
Vacations**

Section 7.1 Eligibility:

- A. All bargaining unit employees, who have completed one year of service with Cook County, including service mentioned in Section 1, Paragraphs C and E, shall be granted vacation leave with pay for periods as follows:

<u>Anniversary of Employment</u>	<u>Days of Vacation</u>	<u>Maximum Accumulation</u>
1st thru 6th	10 working days	20 working days
7th thru 14th	15 working days	30 working days
15th thru -	20 working days	40 working days

- B. Employees may use only such vacation leave as has been earned and accrued; provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service.
- C. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Water Reclamation District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of years of service as employees of the County for vacation credit only.
- D. In computing years of service for vacation leave, employees shall be credited with regular working time plus the time of duty disability.
- E. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to military service. The veteran's years of

service for purposes of accrual of vacation time in the year of return to employment with Cook County shall be the same as if employment had continued without interruption by military service.

- F. Holidays recognized by the Board of Commissioners of Cook County are not to be counted as part of a vacation.

Section 7.2 Vacation Accrual:

Vacation accruals will be carried out in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five days in a pay period to accrue vacation time in that period.

Section 7.3 Vacation Pay:

The rate of vacation pay shall be the employee's regular straight-time hourly rate of pay in effect for the employee's regular job at the time the vacation is being taken.

Section 7.4 Vacation Preference and Scheduling:

Employees may use only such vacation leave as has been earned and accrued provided, however, that five (5) working days of the initial vacation allowance may be allowed after the first six (6) months of service. The County/Designee may establish the time when the vacation shall be taken.

Where two or more employees in the same department performing the same job request vacation during the same calendar period and all employees cannot be released at the same time, then the vacation requests shall be granted in order of the employee's seniority.

Section 7.5 Accrued Benefits at Separation:

In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.

**ARTICLE VIII
Welfare Benefits**

Section 8.1 Hospitalization Insurance; Employee Contributions:

- A. The County agrees to maintain the current level of employee and dependent health benefits that are set forth in accordance with Appendix C.
- B. Until May 31, 2008, employees who have elected to enroll in the County's PPO health benefits plan shall contribute, in aggregate, by offset against wages, an amount equal to one and one-half percent (1-1/2%) of their base salary as a contribution towards premiums. Until May 31, 2008, employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by offset against wages, an amount equal to one-half percent (1/2%) of their base salary as a contribution towards premiums with a maximum contribution ("CAP") of \$8.00 per pay period. 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 the Union. All employee contributions for Health Insurance shall be made on a pre-tax basis.

- C. Until November 30, 2007, the HMO prescription drug co-pay will be \$5.00 generic, \$10.00 brand name (\$5.00 if no generic is available) per prescription, including mail order prescription, up to a 90-day supply. Effective December 1, 2007, the HMO prescription drug co-pay will be \$7.00 for generic, \$15.00 for formulary, \$25.00 for non-formulary, and the mail order co-pay for a 90 day supply shall be double these amounts.

Section 8.2 Sick Pay:

- A. Employees compensated on a monthly rate, other than seasonal employees, will accrue sick leave in accordance with the biweekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue sick time in that period.

Sick leave is granted by Cook County because an employee is unable to perform his assigned duties, or because his presence at his place of work would jeopardize the health of his co-workers. Accordingly, sick leave shall not be used as additional vacation leave.

- B. Sick leave may be accumulated to equal, but at no time to exceed, one hundred seventy-five (175) working days, at the rate of twelve (12) working days per year. Records of sick leave credit and use shall be maintained by the department. Severance of employment terminates all rights for the compensation hereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full, and additional leave shall continue to accrue while an employee is using that already accumulated.
- C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury, in the immediate family of the employee. After five (5) consecutive sick days, employees shall submit to their department head a doctor's certificate as proof of illness. Sick leave may be used as maternity or paternity leave by employees.
- D. If, in the opinion of the Employer, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.
- E. An employee may apply for disability under the rules and regulations established by the Pension Board.

Section 8.3 Disability Benefits:

Employees incurring any occupational illness or injury will be covered by Workers' Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers' Compensation Act. 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 work 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 the salary stops. 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, less an amount equal to the sum deducted for all annuity purposes. 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 Employer otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. All of the provisions of this Section are subject to change in conjunction with changes in State laws.

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 \$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 in accordance with 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 in accordance with 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 Opt-Out:

Effective the first full pay period after 12/1 of each fiscal year, the Employer agrees to pay \$800.00/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 and their eligible dependents who lose their alternative healthcare coverage shall, upon written request, immediately be enrolled in or be reinstated to the Employer's health benefit program with no exclusions or penalties based

upon pre-existing conditions. When such employees are reinstated they shall no longer be entitled to any benefits of the opt-out program. The insurance opt-out payment will be eliminated for County employees who are married to other County employees or registered domestic partners and receive the opt-out payment while maintaining coverage on their County spouse's or registered domestic partner's insurance. Opt-out payments will be paid in twenty-six equal installments as part of the employee's bi-weekly salary.

ARTICLE IX

Leaves

Section 9.1 Bereavement Leave:

- A. Excused leave with pay will be granted, up to three (3) days, to an employee for the funeral of a member of the employee's immediate family or household. Immediate family includes mother, father, husband /wife, child (including step children and foster children) brother/sister, grandparents, grandchildren and spouse's parents and such people who have reared the employee.
- B. Any additional time needed in the event of bereavement may be granted consistent with the operating needs of the facility from accumulated vacation, personal days, or compensatory time accumulated by the employee. Leave requested to attend the funeral of someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.
- C. 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.
- D. To qualify for pay provided herein an employee will provide management with proof of attendance at funeral, relationship and/or residence in household.

Section 9.2 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 leave may be extended by mutual agreement. 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) work days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in Section 7 of this Article.

Section 9.3 Military Leave:

An eligible employee who requires leave from employment for purposes of military service shall be entitled to compensation benefits, restoration rights, and any other guarantees provided by applicable federal or statute or Cook County ordinance or resolution.

Section 9.4 Regular Leave:

Regular leave shall be intended to take care of emergency and extraordinary situations which are not covered under other specified leave sections within this contract. 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 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 Employer. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted 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 9.5 Maternity/Paternity Leave (FMLA):

Employees who have been employed by the County for at least 12 months and have worked at least 1,250 hours during the prior year may be eligible for FMLA leave in the following circumstances:

- A. Birth of a child or placement of a child for adoption or foster care;
- B. Care of employee's spouse, child or parent who has a serious health condition, or;
- C. A serious health condition that renders an employee unable to perform the functions of his/her job.

Employees must provide their supervisors with at least 30 days' prior notice of an intention to take FMLA leave, or as much notice as is practicable in an emergency. Employees must complete a FMLA leave request form and submit it to their supervisor, along with a signed doctor's statement. The County shall pay its share of an employee's health insurance costs for the duration of FMLA leave.

Section 9.6 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). Employees shall, however, receive retroactive increases for all time in which they were in pay status.

Section 9.7 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 County'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 9.8 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 X
Additional Benefits

Section 10.1 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 10.2 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) work days prior to the election.

Section 10.3 Personal Days:

All employees shall be permitted four (4) days off with pay each fiscal year. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (½) day at a time.

Employees entitled to receive such leave, who enter Cook County employment during the fiscal year, shall be given credit for such personal leave at the rate of one 1.24 hours per pay period (bi-weekly); except that two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back in the succeeding two (2) fiscal quarters. No more than four (4) personal days may be used in a fiscal year.

If the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave. Personal days may be used consecutively if approved by the supervisor. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Personal days may not be used consecutively unless approved by the Department head. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the employee, subject to Department Head approval.

Severance of employment shall terminate all rights to accrued personal days.

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 the Agreement, the County's rules and regulations or disciplinary action. The Union will send copies of grievances appealed or submitted at Steps Two and Three to the County's Director of Human Resources or his/her designee.

Section 11.3 Representation:

Employees may take up grievances through Steps One to Three 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. A grievance relating to all or a substantial number of employees or to the Union's own interests or rights with the County may be initiated at Step Two 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>To Whom Submitted</u>	<u>Time Limits Meeting</u>	<u>Response</u>
1	30 days	Immediate Supervisor	5 days	5 days
2	5 days	Department Head	5 days	10 days
3	10 days	Dir., Dept. of HR	30 days	30 days
4	30 days	Impartial Third Party		30 days

Section 11.5 Time Limits:

The initial time limit for presenting a grievance shall be thirty (30) days and the same limit shall apply to hearings and decisions at Step Three. Time limits may be extended by mutual agreement in writing between the employee and/or the Union and the Employer.

Section 11.6 Step Four:

Grievances which are not resolved at Step Three may be appealed by the Union to Step Four. At Step Four a neutral person acceptable to the County and the Union will hear the facts and arguments and decide the issue.

Section 11.7 Stewards:

The Union will advise the Employer in writing of the names of the stewards in each department or area agreed upon with the Employer and shall notify the Employer 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 11.8 Union Representatives:

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

Section 11.9 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 parties will select an arbitrator from a permanent panel of arbitrators agreed upon by both parties. 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 County 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 Employer 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.

If an arbitration date is postponed, the party (Union or Employer) responsible for the postponement shall also be responsible for the arbitrator's charges in connection with the postponement. In the event the grievance is resolved, the parties shall split the arbitrator's cancellation fee.

Section 11.10 Grievance Meetings:

At each step of the grievance procedure, the appropriate Employer 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 Employer representative shall be willing, and shall have the authority needed to engage in meaningful discussion for the purpose of resolving the grievance. When the meeting does not result in a resolution of the grievance, the Employer representative shall respond to the Union, in writing, within the time limits provided herein.

Section 11.11 Discipline:

The Employer shall not demote, suspend, discharge, or take any disciplinary action against an employee without just cause. Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceeding. The Union and Employer agree that discipline should be timely progressive and accompanied by counseling, where appropriate. It is understood that all oral and written disciplines will be discarded after eighteen (18) months if there has not been a like discipline problem.

**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 or other curtailment, restriction or interference with any of the Employer'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 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 Employer 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 instructing all employees to cease such action and return to work immediately;
- (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 Employer to accomplish this end.

Section 12.3 Discharge of Violators:

The Employer 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 or employees participated in the action prohibited by this Article. If it is determined that an employee did so participate, the disciplinary action taken by the Employer may not be disturbed.

Section 12.4 No Lock-Out:

The Employer 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 Employer, 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 is 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.

It is the policy of the Employer that applicants for employment are recruited, selected, and hired on the basis of individual merit and ability with respect to positions being filled and potential for promotions or transfer which may be expected to develop.

Section 13.2 Safety:

The Employer will continue to make reasonable provisions for the safety of its employees during their hours of employment. The Employer also appreciates suggestions from employees concerning safety matters, and will meet periodically with the Union to discuss same.

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 Employer'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 Employer has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health related absence, examination by an Employer physician may be required to make sure that the employee is physically fit for return to work.

Section 13.4 Bulletin Boards:

The Employer 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 County/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 Employer's property other than herein provided.

Section 13.5 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. The parties agree to meet and adopt revised provisions which would be in conformity with the law.

Section 13.6 Technological Changes:

The Employer shall notify the Union at least three (3) months in advance of any proposed technological changes in the operation of the Department that will have a significant effect upon the bargaining unit. The Employer will provide the Union with sufficient information regarding the proposed changes in order to determine the potential effect on the bargaining unit.

It is the policy of the Employer to provide sufficient and reasonable opportunity and training to bargaining unit employees to ensure that new job positions or new positions requiring new skills and knowledge are filled first by bargaining unit employees.

Section 13.7 Americans with Disabilities Act:

Whenever an employee (or the Union at the request of an employee) requests an accommodation under the American with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the Employer, the Employer, the employee, and the Union will meet to discuss the matter.

It is the intent of the parties that any reasonable accommodations adopted by the Employer conform to the requirements of this Agreement where practicable. The Employer may take all steps necessary to comply with the ADA. Any such steps which might conflict with the terms of this Agreement shall be discussed with the Union prior to implementation. The parties shall cooperate in resolving potential conflicts between the Employer's obligation under the ADA and the rights of the Union. Neither party shall unreasonably withhold its consent to the reasonable accommodation of an employee.

Nothing in this section shall require the County to take any action which would violate the ADA or any other applicable statute. Information obtained regarding the medical condition or history of an employee shall be treated in a confidential manner.

Section 13.8 Integrity of the Bargaining Unit/Sub-Contracting:

Non-bargaining unit employees shall not be permitted to perform bargaining unit work except in emergency situations, in training situations where a supervisor or management personnel is teaching or instructing an employee, or where bargaining unit members are unavailable through no fault of the employer to perform required work other than with normal absenteeism and vacations, or where circumstances exist which are out of the ordinary and beyond the control of the employer.

If non-bargaining unit employees repeatedly perform bargaining unit work, this issue shall immediately be grievable at the second step of the grievance procedure.

All Bargaining Unit work that comes within the jurisdiction of the Union that is sub-contracted shall be at the sole discretion of the Employer. This sub-contracting shall, at all times, be in compliance with State and Federal Statutes and not be used to undermine the Bargaining Unit.

Notice of any such contracting or sub-contracting shall be given in writing to the Union at least thirty (30) days prior to its effective date.

Section 13.9 Work Schedule Changes:

Permanent work schedules shall not be changed without prior notice to the Union.

Section 13.10 Tuition Reimbursement:

The County encourages employees to continue their education and acquire new skills. Employees making application for specific courses shall follow the Cook County tuition reimbursement policy provided sufficient funds are available.

**ARTICLE XIV
Duration**

Section 14.1 Term:

This Agreement shall become effective on December 1, 2008 and shall remain in effect thru November 30, 2012. 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) calendar 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 following individuals:

1. President
Board of Commissioners of Cook County
118 North Clark Street - Room 537
Chicago, IL 60602
2. Chief
Bureau of Human Resources
118 North Clark Street - Room 840
Chicago, IL 60602

If given by the County, then such notice shall be addressed to:

President
Chicago Typographical Union, Local 16
1580 S. Milwaukee Avenue, Suite 208
Libertyville, IL 60048

Signed and entered into this 16th day of October, 2012

COUNTY OF COOK:

BY:

Toni Preckwinkle
TONI PRECKWINKLE
Cook County Board of Commissioners

Attest:

David Orr
DAVID D. ORR
Cook County Clerk

UNION: Chicago Typographical Union, No. 16

BY:

Steven D. Berman, President

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

OCT 16 2012

320219

COM _____

APPENDIX A

**CHICAGO TYPOGRAPHICAL UNION
LOCAL NO. 16**

**Cook County Department of Central Services
Offset Print Shop**

<u>JOB CODE</u>	<u>GRADE</u>	<u>TITLE</u>
0987	10	Multilith Operator II
0988	12	Multilith Operator III
1677	12	Reproduction Technician III
0981	14	Duplicating Section Supervisor I
0989	14	Multilith Operator IV
2259	15	Graphics Technician
0970	16	Graphics Technician II
0969	17	Graphics Technician III

APPENDIX A

**CHICAGO TYPOGRAPHICAL UNION
LOCAL NO. 16**

**Cook County Department of Central Services
Offset Print Shop**

<u>JOB CODE</u>	<u>GRADE</u>	<u>TITLE</u>
0987	10	Multilith Operator II
0988	12	Multilith Operator III
1677	12	Reproduction Technician III
0981	14	Duplicating Section Supervisor I
0989	14	Multilith Operator IV
2259	15	Graphics Technician
0970	16	Graphics Technician II
0969	17	Graphics Technician III

Effective June 1, 2012

SCHEDULE I
BUREAU OF HUMAN RESOURCES
 Chicago Typographical Union Local 16

GD	ENTRY RATE	AFTER 2 YEARS AT 5TH STEP					AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC		AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC		AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	
		1st STEP	2nd STEP	3rd STEP	4th STEP	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	13,769	14,354	14,964	15,601	16,264	16,956	17,676	18,161	18,525	19,451	
	Bi-Weekly Annual	1,101.52 28,639	1,148.32 29,856	1,197.12 31,125	1,248.08 32,450	1,301.12 33,829	1,356.48 35,268	1,414.08 36,766	1,452.88 37,774	1,482.00 38,532	1,556.08 40,458	
10	Hourly	14,749	15,376	16,029	16,710	17,420	18,160	18,933	19,454	19,843	20,835	
	Bi-Weekly Annual	1,179.92 30,677	1,230.08 31,982	1,282.32 33,340	1,336.80 34,756	1,393.60 36,233	1,452.80 37,772	1,514.64 39,380	1,556.32 40,464	1,587.44 41,273	1,666.80 43,336	
11	Hourly	15,823	16,495	17,197	17,927	18,688	19,483	20,312	20,871	21,288	22,352	
	Bi-Weekly Annual	1,265.84 32,911	1,319.60 34,309	1,375.76 35,769	1,434.16 37,288	1,495.04 38,871	1,558.64 40,524	1,624.96 42,248	1,669.68 43,411	1,703.04 44,279	1,788.16 46,492	
12	Hourly	16,945	17,667	18,418	19,200	20,016	20,867	21,753	22,352	22,799	23,939	
	Bi-Weekly Annual	1,355.60 35,245	1,413.36 36,747	1,473.44 38,309	1,536.00 39,936	1,601.28 41,633	1,669.36 43,403	1,740.24 45,246	1,788.16 46,492	1,823.92 47,421	1,915.12 49,793	
13	Hourly	18,149	18,920	19,724	20,562	21,437	22,348	23,297	23,938	24,417	25,638	
	Bi-Weekly Annual	1,451.92 37,749	1,513.60 39,353	1,577.92 41,025	1,644.96 42,768	1,714.96 44,588	1,787.84 46,483	1,863.76 48,457	1,915.04 49,791	1,953.36 50,787	2,051.04 53,327	
14	Hourly	19,485	20,314	21,177	22,077	23,015	23,993	25,013	25,700	26,215	27,526	
	Bi-Weekly Annual	1,558.80 40,528	1,625.12 42,253	1,694.16 44,048	1,766.16 45,920	1,841.20 47,871	1,919.44 49,905	2,001.04 52,027	2,056.00 53,456	2,097.20 54,527	2,202.08 57,254	

GD	ENTRY RATE	AFTER 2 YEARS AT 5TH STEP					AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC			AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC			AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC					
		1st STEP	2nd STEP	3rd STEP	4th STEP	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	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC	YR AT 1ST LONGEVITY RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY RATE & 15 YRS SERVC	YR AT 3RD LONGEVITY RATE & 20 YRS SERVC			
15	Hourly Bi-Weekly Annual	20,977 1,678.16 43,632	21,868 1,749.44 45,485	22,798 1,823.84 47,419	23,766 1,901.28 49,433	24,776 1,982.08 51,534	25,830 2,066.40 53,726	26,927 2,154.16 56,008	27,668 2,213.44 57,549	28,222 2,257.76 58,701	29,632 2,370.56 61,634	31,810 2,544.80 66,164	34,137 2,730.96 71,004	36,567 2,925.36 76,059	40,112 3,208.96 83,432	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481
16	Hourly Bi-Weekly Annual	22,519 1,801.52 46,839	23,476 1,878.08 48,830	24,473 1,957.84 50,903	25,512 2,040.96 53,064	26,596 2,127.68 55,319	27,727 2,218.16 57,672	28,906 2,312.48 60,124	29,701 2,376.08 61,778	30,295 2,423.60 63,013	31,810 2,544.80 66,164	34,137 2,730.96 71,004	36,567 2,925.36 76,059	40,112 3,208.96 83,432	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481	
17	Hourly Bi-Weekly Annual	24,166 1,933.28 50,265	25,193 2,015.44 52,401	26,263 2,101.04 54,627	27,380 2,190.40 56,950	28,543 2,283.44 59,369	29,757 2,380.56 61,894	31,021 2,481.68 64,523	31,874 2,549.92 66,297	32,512 2,600.96 67,624	34,137 2,730.96 71,004	36,567 2,925.36 76,059	40,112 3,208.96 83,432	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481		
18	Hourly Bi-Weekly Annual	25,886 2,070.88 53,842	26,985 2,158.80 56,128	28,133 2,250.64 58,516	29,328 2,346.24 61,002	30,574 2,445.92 63,593	31,874 2,549.92 66,297	33,229 2,658.32 69,116	34,142 2,731.36 71,015	34,826 2,786.08 72,438	36,567 2,925.36 76,059	40,112 3,208.96 83,432	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481			
19	Hourly Bi-Weekly Annual	28,393 2,271.44 59,057	29,601 2,368.08 61,570	30,859 2,468.72 64,186	32,170 2,573.60 66,913	33,537 2,682.96 69,756	34,964 2,797.12 72,725	36,449 2,915.92 75,813	37,452 2,996.16 77,900	38,201 3,056.08 79,458	40,112 3,208.96 83,432	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481				
20	Hourly Bi-Weekly Annual	31,179 2,494.32 64,852	32,504 2,600.32 67,608	33,886 2,710.88 70,482	35,326 2,826.08 73,478	36,827 2,946.16 76,600	38,392 3,071.36 79,855	40,024 3,201.92 83,249	41,124 3,289.92 85,537	41,947 3,355.76 87,249	44,044 3,523.52 91,611	48,402 3,872.16 100,676	53,116 4,249.28 110,481					
21	Hourly Bi-Weekly Annual	34,264 2,741.12 71,269	35,721 2,857.68 74,299	37,239 2,979.12 77,457	38,821 3,105.68 80,747	40,471 3,237.68 84,179	42,191 3,375.28 87,757	43,984 3,518.72 91,486	45,194 3,615.52 94,003	46,097 3,687.76 95,881	48,402 3,872.16 100,676	53,116 4,249.28 110,481						
22	Hourly Bi-Weekly Annual	37,602 3,008.16 78,212	39,199 3,135.92 81,533	40,865 3,269.20 84,999	42,602 3,408.16 88,612	44,412 3,552.96 92,376	46,299 3,703.92 96,301	48,268 3,861.44 100,397	49,595 3,967.60 103,157	50,586 4,046.88 105,218	53,116 4,249.28 110,481							

<u>GD</u>	23	Hourly Bi-Weekly Annual	ENTRY RATE	AFTER 1					AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERV	AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERV	AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERV
				1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP				
			39,438	41,115	42,862	44,684	46,583	48,562	50,627	52,018	53,059	55,713
			3,155.04	3,289.20	3,428.96	3,574.72	3,726.64	3,884.96	4,050.16	4,161.44	4,244.72	4,457.04
			82,031	85,519	89,152	92,942	96,892	101,008	105,304	108,197	110,362	115,883

Effective January 1, 2011

SCHEDULE I
BUREAU OF HUMAN RESOURCES
 Chicago Typographical Union Local 16

<u>GD</u>	ENTRY RATE	AFTER 2 YEARS AT 5TH STEP					AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERV		AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERV		AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERV	
		1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	YRS SERV	YRS SERV	YRS SERV	YRS SERV	YRS SERV	YRS SERV
9	Hourly	13,271	14,423	15,037	15,676	16,343	17,505	17,855	17,855	18,748	18,748	18,748
	Bi-Weekly Annual	1,061.68 27,603	1,153.84 29,999	1,202.96 31,276	1,254.08 32,606	1,307.44 33,993	1,362.96 35,436	1,400.40 36,410	1,428.40 37,138	1,499.84 38,995	1,499.84 38,995	1,499.84 38,995
10	Hourly	14,216	15,450	16,106	16,790	17,504	18,751	19,126	19,126	20,082	20,082	20,082
	Bi-Weekly Annual	1,137.28 29,569	1,236.00 32,136	1,288.48 33,500	1,343.20 34,923	1,400.32 36,408	1,459.92 37,957	1,500.08 39,002	1,530.08 39,782	1,606.56 41,770	1,606.56 41,770	1,606.56 41,770
11	Hourly	15,251	16,575	17,279	18,013	18,779	20,117	20,519	20,519	21,544	21,544	21,544
	Bi-Weekly Annual	1,220.08 31,722	1,326.00 34,476	1,382.32 35,940	1,441.04 37,467	1,502.32 39,060	1,566.24 40,722	1,609.36 41,843	1,641.52 42,679	1,723.52 44,811	1,723.52 44,811	1,723.52 44,811
12	Hourly	16,333	17,752	18,506	19,293	20,113	21,544	21,975	21,975	23,074	23,074	23,074
	Bi-Weekly Annual	1,306.64 33,972	1,420.16 36,924	1,480.48 38,492	1,543.44 40,129	1,609.04 41,835	1,677.36 43,611	1,723.52 44,811	1,758.00 45,708	1,845.92 47,993	1,845.92 47,993	1,845.92 47,993
13	Hourly	17,493	19,011	19,819	20,662	21,540	23,073	23,534	23,534	24,711	24,711	24,711
	Bi-Weekly Annual	1,399.44 36,385	1,520.88 39,542	1,585.52 41,223	1,652.96 42,976	1,723.20 44,803	1,796.40 46,706	1,845.84 47,991	1,882.72 48,950	1,976.88 51,398	1,976.88 51,398	1,976.88 51,398
14	Hourly	18,781	20,412	21,279	22,183	23,126	24,771	25,267	25,267	26,531	26,531	26,531
	Bi-Weekly Annual	1,502.48 39,064	1,632.96 42,456	1,702.32 44,260	1,774.64 46,140	1,850.08 48,102	1,928.72 50,146	1,981.68 51,523	2,021.36 52,555	2,122.48 55,184	2,122.48 55,184	2,122.48 55,184

GD	ENTRY RATE	AFTER 2 YEARS AT 5TH STEP					AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERVC			AFTER 1 YR AT 2ND LONGEVITY RATE & 15 YRS SERVC			AFTER 1 YR AT 3RD LONGEVITY RATE & 20 YRS SERVC			
		1st STEP	2nd STEP	3rd STEP	4th STEP	5th STEP	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC	YRS SERVC
15	Hourly Bi-Weekly Annual	20,219 1,617.52 42,055	21,078 1,686.24 43,842	21,974 1,757.92 45,705	22,907 1,832.56 47,646	23,880 1,910.40 49,670	24,896 1,991.68 51,783	25,954 2,076.32 53,984	26,668 2,133.44 55,469	27,202 2,176.16 56,580	28,561 2,284.88 59,406	28,561 2,284.88 59,406	28,561 2,284.88 59,406	28,561 2,284.88 59,406	28,561 2,284.88 59,406	28,561 2,284.88 59,406
16	Hourly Bi-Weekly Annual	21,705 1,736.40 45,146	22,627 1,810.16 47,064	23,588 1,887.04 49,063	24,590 1,967.20 51,147	25,635 2,050.80 53,320	26,725 2,138.00 55,588	27,861 2,228.88 57,950	28,627 2,290.16 59,544	29,200 2,336.00 60,736	30,660 2,452.80 63,772	30,660 2,452.80 63,772	30,660 2,452.80 63,772	30,660 2,452.80 63,772	30,660 2,452.80 63,772	30,660 2,452.80 63,772
17	Hourly Bi-Weekly Annual	23,293 1,863.44 48,449	24,282 1,942.56 50,506	25,314 2,025.12 52,653	26,390 2,111.20 54,891	27,511 2,200.88 57,222	28,681 2,294.48 59,656	29,900 2,392.00 62,192	30,722 2,457.76 63,901	31,337 2,506.96 65,180	32,903 2,632.24 68,438	32,903 2,632.24 68,438	32,903 2,632.24 68,438	32,903 2,632.24 68,438	32,903 2,632.24 68,438	32,903 2,632.24 68,438
18	Hourly Bi-Weekly Annual	24,950 1,996.00 51,896	26,010 2,080.80 54,100	27,116 2,169.28 56,401	28,268 2,261.44 58,797	29,469 2,357.52 61,295	30,722 2,457.76 63,901	32,028 2,562.24 66,618	32,908 2,632.64 68,448	33,567 2,685.36 69,819	35,245 2,819.60 73,309	35,245 2,819.60 73,309	35,245 2,819.60 73,309	35,245 2,819.60 73,309	35,245 2,819.60 73,309	35,245 2,819.60 73,309
19	Hourly Bi-Weekly Annual	27,367 2,189.36 56,923	28,531 2,282.48 59,344	29,744 2,379.52 61,867	31,007 2,480.56 64,494	32,325 2,586.00 67,236	33,700 2,696.00 70,096	35,132 2,810.56 73,074	36,098 2,887.84 75,083	36,820 2,945.60 76,585	38,662 3,092.96 80,416	38,662 3,092.96 80,416	38,662 3,092.96 80,416	38,662 3,092.96 80,416	38,662 3,092.96 80,416	38,662 3,092.96 80,416
20	Hourly Bi-Weekly Annual	30,052 2,404.16 62,508	31,329 2,506.32 65,164	32,661 2,612.88 67,934	34,049 2,723.92 70,821	35,496 2,839.68 73,831	37,004 2,960.32 76,968	38,577 3,086.16 80,240	39,638 3,171.04 82,447	40,431 3,234.48 84,096	42,452 3,396.16 88,300	42,452 3,396.16 88,300	42,452 3,396.16 88,300	42,452 3,396.16 88,300	42,452 3,396.16 88,300	42,452 3,396.16 88,300
21	Hourly Bi-Weekly Annual	33,026 2,642.08 68,694	34,430 2,754.40 71,614	35,893 2,871.44 74,657	37,418 2,993.44 77,829	39,008 3,120.64 81,136	40,666 3,253.28 84,585	42,394 3,391.52 88,179	43,560 3,484.80 90,604	44,431 3,554.48 92,416	46,653 3,732.24 97,038	46,653 3,732.24 97,038	46,653 3,732.24 97,038	46,653 3,732.24 97,038	46,653 3,732.24 97,038	46,653 3,732.24 97,038
22	Hourly Bi-Weekly Annual	36,243 2,899.44 75,385	37,782 3,022.56 78,586	39,388 3,151.04 81,927	41,062 3,284.96 85,408	42,807 3,424.56 89,038	44,626 3,570.08 92,822	46,523 3,721.84 96,767	47,802 3,824.16 99,428	48,758 3,900.64 101,416	51,196 4,095.68 106,487	51,196 4,095.68 106,487	51,196 4,095.68 106,487	51,196 4,095.68 106,487	51,196 4,095.68 106,487	51,196 4,095.68 106,487

<u>GD</u>	ENTRY RATE	AFTER 1					AFTER 2 YEARS AT 5TH STEP	AFTER 1		
		1st STEP	2nd STEP	3rd STEP	4th STEP	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
23	38,013	39,629	41,313	43,069	44,899	46,807	48,797	50,138	51,141	53,699
	3,041.04	3,170.32	3,305.04	3,445.52	3,591.92	3,744.56	3,903.76	4,011.04	4,091.28	4,295.92
	79,067	82,428	85,931	89,583	93,389	97,358	101,497	104,287	106,373	111,693

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
PLAN LIMITS AND MAXIMUMS: Individual Deductible * Family Deductible * Ind. Out of Pocket Max * Fam. Out of Pocket Max* Lifetime Maximum * Annual Basis	None None None None Unlimited		\$0 / \$200 \$0 / \$400 \$1,000 ** / \$3,000 ** \$2,000 ** / \$6,000 ** Unlimited / \$1,000,000 ** Excludes co-payments, annual deductibles, and charges in excess of Schedule of Maximum Allowances- SMA)	\$125 / \$250 \$250 / \$500 \$1,500 ** / \$3,000 ** \$3,000 ** / \$6,000 ** Unlimited / \$1,000,000 ** 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	Benefit Level Effective 12/1/07 In Network / Out of Network
Physical, Speech and Occupational Therapy (60 visits Combined Annual Maximum)	100%	100%	90% / 60*	90% / 60*
Ambulance Services	100%	100%	80% / 80% *	80% / 80% *
Emergency Room Visits (life threatening illness or injury; waived if admitted as inpatient)	100%	100% after \$40 co-pay	100%	100% after \$40 co-pay
Medically Necessary Dental Services (repair from accidental injury to sound natural teeth)	100%	100%	90% / 60% *	90% / 60% *
Home Health Care	100%	100%	90% / 60% *	90% / 60% *
Skilled Nursing Care (excl. custodial care)	100%	100%	90% / 60% *	90% / 60% *
Prosthetic Devices	100%	100%	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 5/31/08	Contribution Effective 6/1/08	Contribution Through 5/31/08	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	80 % of Maximum Allowance	60% of Maximum Allowance *
Crowns	50 % of Maximum Allowance	50% of Maximum Allowance *
Inlays and Onlays	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	80 % of Maximum Allowance	60 % of Maximum Allowance *
Removal of Impacted Teeth (soft tissue and partial bony)	80 % of Maximum Allowance	60 % of Maximum Allowance *
Prosthetics	50 % of Maximum Allowance	50 % of Maximum Allowance *
Orthodontics	50 % up to lifetime maximum	50 % up to lifetime maximum*
Lifetime Maximum	\$1250	\$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.

TABLE OF CONTENTS
(Continued)

Article Page	Section	Subject	
	11.10	Grievance Meetings	20
	11.11	Discipline	20
XII		CONTINUITY OF OPERATION	20
	12.1	No Strike	20
	12.2	Union Responsibility	20
	12.3	Discharge of Violators	20
	12.4	No Lock-Out	21
	12.5	Reservation of Rights	21
XIII		MISCELLANEOUS	21
	13.1	No Discrimination	21
	13.2	Safety	21
	13.3	Doctor's Statement	21
	13.4	Bulletin Boards	21
	13.5	Partial Invalidity	22
	13.6	Technological Changes	22
	13.7	American's with Disabilities Act	22
	13.8	Integrity of the Bargaining Unit/Sub-Contracting	22
	13.9	Work Schedule Changes	23
	13.10	Tuition Reimbursement	23
XIV		DURATION	23
	14.1	Term	23
	14.2	Notice	23
Appendix A		Job Classifications	25
Appendix B		Pay Plan	27
Appendix C		Health Plan	33