

COLLECTIVE BARGAINING AGREEMENT

Between

**SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)
Local 73, CTW/CLC**

Representing Health Care Professionals

And

COUNTY OF COOK

December 1, 2008 through November 30, 2012

Effective upon approval by the Cook County Board of Commissioners

**APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS**

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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

Employer and Union Rights and Obligations

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. At the time notice of layoffs is given to the Union, Cook County will provide the Union with a list of employees impacted with their respective seniority. Prior to the displacement meeting, Cook County will provide a list of all SEIU bargaining unit vacancies by classification, department, and location.

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 recalled 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 they were laid off.

Pursuant to agreement between the Cook County Health and Hospitals System and the Union dated June 30, 2011, the following terms of the June 30, 2011 order issued by Arbitrator Edwin Benn are hereby incorporated into this Agreement:

1. With respect to the Termination of Seniority provisions in any applicable collective bargaining agreement, employees laid off in January of 2010 will have two years of recall rights instead of one. During the layoff, employees will not continue to accrue seniority, but if they are recalled within two years, they will retain the seniority they had as of the date of layoff.
2. HHS began the notice process under Article IV in October of 2009. However, in order to accommodate requests of Local 73 for system-wide bumping rights which HHS and the County do not believe are required by certain of the applicable collective bargaining agreements, HHS sent additional notices to employees who may be affected by the process and who may be "bumped" as a result of the system-wide procedural steps requested by Local 73. Please note that additional employees who are "bumped" will be notified of the action during the layoff process and allowed to exercise rights under Section 4.4.
3. HHS has identified the least senior employees in each classification at each facility. In addition, the employees have been ranked in each classification in each facility by seniority.
4. For purposes of this layoff only, and not for purposes of amending the Oak Forest Hospital Service & Maintenance Collective Bargaining Agreement, the Transporter positions in the "DC" and the "DE" classifications at Oak Forest Hospital only shall be treated as a single classification as the job requirements are substantially similar.
5. For the purposes of this layoff only, and not for purposes of amending Article IV, seniority will be determined by reference to most recent hire date with the County. In the event two employees have equal hire dates, the order of selection

and seniority for this layoff will be determined on a "last name alpha basis" with A being given preference to B and so on. Just as "Adam" has precedence over "Baker", "Cane" would have preference over "Cone". Definitions of seniority in the applicable CBA's will continue to govern seniority issues for all other purposes.

6. Employees identified for layoff will be listed in order of seniority without regard to job title or classification. Employees then will be allowed to exercise their rights under Article IV in the order of seniority (with the most senior employee acting first) as defined in this email.
7. An employee first will be allowed to claim vacancies for positions in any classification for which the employee is qualified based on ability and fitness, and as set forth in the job description for the position.
8. If no vacancy exists, then the employee will be allowed to "bump" employees in probationary positions.
9. If the foregoing steps in (7) and (8) do not result in the placement of the employee, he or she will be allowed to "bump" system-wide beginning with his or her current classification. Only if the employee cannot "bump" within his or her classification, will the employee be allowed to "bump" down in pay grades sequentially.
10. For any employee "bumping down", he or she will be allowed to review and bump a less senior employee in the next pay grade down, provided the employee is qualified for the position.
11. If there is an available position in the next pay grade down from the employee exercising rights, he or she must either accept the position or accept layoff.
12. If there are no "bumping" opportunities in the next lower pay grade down for the employee identified for layoff, the employee then will continue to the following lower pay grades, sequentially, until a placement opportunity arises. If there is an available position in the next lower pay grade down from the employee exercising rights, he or she must either accept the position or accept layoff. No employee may forego a "bumping" opportunity to take a position in a lower pay grade. The bumping process for any employee will end when the first position is available for which the employee is qualified. The employee must accept that position or accept layoff.
13. Employees must qualify themselves for placement into a position at the time of layoff. This means they must bring supporting documentation acceptable to management, certifications and/or proof of education and training to verify their qualification for a new position if they exercise rights to claim a vacancy, or bump a probationary or less-senior regular employee.

14. All employees affected by the layoff must be present at the meetings. SEIU Local 73 is authorized to and must make a selection on behalf of any absent employee or any employee who otherwise is unable to attend the meeting.

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 twelve (12) months in the case of an employee with less than one (1) year of service when the absence began, or twenty four (24) 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 aforesated 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.

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%

Section 5.2 CRNA Step Placement:

In hiring of CRNAs, credit shall be given on a uniform basis for prior experience, with placement up to an including Step 8. Upon hiring, a CRNA shall be notified in writing of the designated step placement.

Section 5.3 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 5.4 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 5.5 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.
- D. CRNA Critical Care Differential
 - 1. CRNAs who work in a critical care unit will receive an additional thirty-five cents (\$.35) per hour for all hours worked.
 - 2. All CRNAs will be paid a shift differential of \$2.25 per hour for all evening shift work (3:00 p.m. – 11:00 p.m.) and \$2.50 per hour for all night shift work (11:00 p.m. – 7:00 a.m.)
 - 3. Shift differential shall be paid to any CRNA working a full or partial evening or night shift at any time, except when a CRNA works less than one hour of an evening or night shift immediately before or after working a full or partial day shift.
 - 4. CRNAs regularly assigned to evening or night shifts who work temporarily on the day shift at the request of the employer will retain the shift differential pay.
 - 5. All CRNAs will be paid a differential of \$2.75 per hour for all weekend hours worked, regardless of shift.

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.

The amount of annual paid vacation for CRNAs will be according to the following schedule:

<u>Service</u>	<u>Vacation</u>
1 Year	5 Weeks

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:

- A. 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.
- B. Upon hire, a CRNA shall be credited with five (5) weeks of vacation. The rate of accrual shall be calculated at the rate of 7.70 hours per pay period.

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 73. 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.

Where death of a covered family member occurs and the funeral is to be held one hundred fifty (150) miles or more from the County Building located at 118 N. Clark St., Chicago IL, the employee shall be entitled to a maximum of five (5) normal days pay.

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 73 bargaining unit employees. The amount allocated shall be an aggregate total of twenty thousand dollars (\$20,000.00) for all SEIU Local 73 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.

Section 9.5 School Conference and Activity Leave:

The Employer agrees to comply with the provisions of the School Visitation Rights Act ("Act"), which at the time of the execution of this Agreement includes the following allowances for school conference and activity leave. The Employer must grant an employee leave of up to a total of eight (8) hours during any school year in increments of no less than one (1) hour, no more than four (4) hours of which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child. In the event of a conflict between the terms of this section and any subsequent amendment by the Act, the subsequently amended Act shall prevail.

**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 in accordance with State and Federal laws. 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 or as extended in accordance with Cook County Policy on Military Leave.

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 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.

CRNAs shall be entitled to attend at least four (4) one-day educational sessions in each calendar year. Expenses may be reimbursed by the County pursuant to Section 13.17 and in accordance with County Expense Regulations. Such attendance must be approved by the Department Head and 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		

Step 3 shall consist of a meeting that is held at least once every thirty (30) days on a pre-scheduled basis. The parties shall consult with each other at least ten (10) days in advance as to which grievances will be discussed. If the volume of grievances requires additional meetings, additional dates will be agreed upon. The parties can agree upon additional meetings to continue resolution discussions as to specific grievances.

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 Invalidation:

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, 2008 and shall remain in effect through 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) 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 Chief of Bureau 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 300 S. Ashland, Suite 400**, Chicago, Illinois 60607. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 18th day of June, 2014.

COUNTY OF COOK:

By: Toni Preckwinkle
TONI PRECKWINKLE, President
Cook County Board of Commissioners

Attest: David Orr
DAVID D. ORR, Cook County Clerk

APPROVED BY BOARD OF
COOK COUNTY COMMISSIONERS

JUN 18 2014

COM 143085

UNION: Service Employees International Union, Local 73, S.E.I.U., CTW/CLC

By: Christine Boardman
CHRISTINE BOARDMAN, President

Betty Boles, Vice President #73
Betty Boles

APPENDIX A
Local 73 - 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 / 7322		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 (JSH, 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)
1610		Mental Health Specialist III
1816	Physician Assistant I (JSH)	

APPENDIX A
Local 73 - Health Care Professionals
(Continued)

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

Effective January 1, 2011

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CCHHS ONLY**

<u>GD</u>		<u>AFTER 1</u>					<u>AFTER 2</u>					<u>AFTER 1</u>			<u>AFTER 1</u>		
		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</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	13,271	13,874	14,548	15,251	15,954	16,713	17,089	17,474	17,859	18,225	18,089	17,089	17,089	18,266		
	Bi-Weekly	1,061.68	1,109.94	1,163.85	1,220.05	1,276.33	1,337.04	1,367.12	1,397.92	1,428.71	1,458.50	1,367.12	1,367.12	1,367.12	1,461.28		
	Annual	27,604	28,859	30,260	31,721	33,184	34,763	35,545	36,346	37,142	37,938	35,545	35,545	35,545	37,993		
10	Hourly	14,216	14,879	15,578	16,333	17,118	17,918	18,321	18,733	19,145	19,557	18,321	18,321	18,321	19,583		
	Bi-Weekly	1,137.27	1,190.35	1,246.22	1,306.67	1,369.41	1,433.44	1,465.68	1,498.64	1,531.59	1,564.53	1,465.68	1,465.68	1,465.68	1,566.64		
	Annual	29,569	30,949	32,402	33,974	35,605	37,269	38,108	38,965	39,822	40,679	38,108	38,108	38,108	40,733		
11	Hourly	15,251	15,954	16,713	17,493	18,359	19,289	19,723	20,167	20,611	21,055	19,723	19,723	19,723	21,081		
	Bi-Weekly	1,220.05	1,276.33	1,337.02	1,399.43	1,468.72	1,543.12	1,577.84	1,613.36	1,648.87	1,684.38	1,577.84	1,577.84	1,577.84	1,686.48		
	Annual	31,721	33,184	34,763	36,385	38,187	40,121	41,024	41,947	42,870	43,793	41,024	41,024	41,024	43,848		
12	Hourly	16,333	17,118	17,918	18,781	19,747	20,662	21,127	21,602	22,077	22,552	21,127	21,127	21,127	22,582		
	Bi-Weekly	1,306.67	1,369.41	1,433.46	1,502.50	1,579.72	1,652.96	1,690.16	1,728.16	1,766.16	1,804.16	1,690.16	1,690.16	1,690.16	1,806.56		
	Annual	33,974	35,605	37,270	39,065	41,073	42,977	43,944	44,932	45,920	46,908	43,944	43,944	43,944	46,971		
13	Hourly	17,493	18,359	19,289	20,219	21,135	22,193	22,692	23,203	23,714	24,225	22,692	22,692	22,692	24,255		
	Bi-Weekly	1,399.43	1,468.72	1,543.16	1,617.51	1,690.81	1,775.44	1,815.36	1,856.24	1,897.12	1,938.00	1,815.36	1,815.36	1,815.36	1,940.40		
	Annual	36,385	38,187	40,122	42,055	43,961	46,161	47,199	48,262	49,325	50,388	47,199	47,199	47,199	50,450		

GD		AFTER 1					AFTER 2					AFTER 1			AFTER 1			AFTER 1				
		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV						
14	Hourly	18,781	19,747	20,662	21,705	22,733	23,811	24,347	24,895	26,024	24,347	24,895	26,024	24,347	24,895	26,024	24,347	24,895	26,024	24,347	24,895	26,024
	Bi-Weekly	1,502.50	1,579.72	1,652.93	1,736.37	1,818.66	1,904.88	1,947.76	1,991.60	2,081.92	1,947.76	1,991.60	2,081.92	1,947.76	1,991.60	2,081.92	1,947.76	1,991.60	2,081.92	1,947.76	1,991.60	2,081.92
	Annual	39,065	41,073	42,976	45,146	47,285	49,527	50,642	51,782	54,130	50,642	51,782	54,130	50,642	51,782	54,130	50,642	51,782	54,130	50,642	51,782	54,130
15	Hourly	20,219	21,135	22,193	23,293	24,462	25,613	26,189	26,778	27,993	26,189	26,778	27,993	26,189	26,778	27,993	26,189	26,778	27,993	26,189	26,778	27,993
	Bi-Weekly	1,617.51	1,690.81	1,775.47	1,863.40	1,956.98	2,049.04	2,095.12	2,142.24	2,239.44	2,095.12	2,142.24	2,239.44	2,095.12	2,142.24	2,239.44	2,095.12	2,142.24	2,239.44	2,095.12	2,142.24	2,239.44
	Annual	42,055	43,961	46,162	48,449	50,882	53,275	54,473	55,698	58,225	54,473	55,698	58,225	54,473	55,698	58,225	54,473	55,698	58,225	54,473	55,698	58,225
16	Hourly	21,705	22,733	23,811	24,950	26,155	27,367	27,983	28,613	29,910	27,983	28,613	29,910	27,983	28,613	29,910	27,983	28,613	29,910	27,983	28,613	29,910
	Bi-Weekly	1,736.37	1,818.66	1,904.88	1,996.00	2,092.36	2,189.36	2,238.64	2,289.04	2,392.80	2,238.64	2,289.04	2,392.80	2,238.64	2,289.04	2,392.80	2,238.64	2,289.04	2,392.80	2,238.64	2,289.04	2,392.80
	Annual	45,146	47,285	49,527	51,896	54,401	56,923	58,205	59,515	62,213	58,205	59,515	62,213	58,205	59,515	62,213	58,205	59,515	62,213	58,205	59,515	62,213
17	Hourly	23,293	24,462	25,613	26,806	28,131	29,522	30,186	30,865	32,265	30,186	30,865	32,265	30,186	30,865	32,265	30,186	30,865	32,265	30,186	30,865	32,265
	Bi-Weekly	1,863.40	1,956.98	2,049.01	2,144.47	2,250.48	2,361.76	2,414.88	2,469.20	2,581.20	2,414.88	2,469.20	2,581.20	2,414.88	2,469.20	2,581.20	2,414.88	2,469.20	2,581.20	2,414.88	2,469.20	2,581.20
	Annual	48,449	50,882	53,274	55,756	58,513	61,406	62,787	64,199	67,111	62,787	64,199	67,111	62,787	64,199	67,111	62,787	64,199	67,111	62,787	64,199	67,111
18	Hourly	24,950	26,155	27,367	28,728	30,052	31,535	32,245	32,971	34,466	32,245	32,971	34,466	32,245	32,971	34,466	32,245	32,971	34,466	32,245	32,971	34,466
	Bi-Weekly	1,996.00	2,092.36	2,189.38	2,298.25	2,404.18	2,522.80	2,579.60	2,637.68	2,757.28	2,579.60	2,637.68	2,757.28	2,579.60	2,637.68	2,757.28	2,579.60	2,637.68	2,757.28	2,579.60	2,637.68	2,757.28
	Annual	51,896	54,401	56,924	59,755	62,509	65,593	67,070	68,580	71,689	67,070	68,580	71,689	67,070	68,580	71,689	67,070	68,580	71,689	67,070	68,580	71,689
19	Hourly	27,367	28,728	30,052	31,535	33,026	34,609	35,388	36,184	37,825	35,388	36,184	37,825	35,388	36,184	37,825	35,388	36,184	37,825	35,388	36,184	37,825
	Bi-Weekly	2,189.38	2,298.25	2,404.18	2,522.79	2,642.06	2,768.72	2,831.04	2,894.72	3,026.00	2,831.04	2,894.72	3,026.00	2,831.04	2,894.72	3,026.00	2,831.04	2,894.72	3,026.00	2,831.04	2,894.72	3,026.00
	Annual	56,924	59,755	62,509	65,593	68,694	71,987	73,607	75,263	78,676	73,607	75,263	78,676	73,607	75,263	78,676	73,607	75,263	78,676	73,607	75,263	78,676

	AFTER 1					AFTER 2					AFTER 1			AFTER 1		
	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV	YR AT 1ST LONGEVITY RATE & 10 YRS SERV	YR AT 2ND LONGEVITY RATE & 15 YRS SERV	YR AT 3RD LONGEVITY RATE & 20 YRS SERV	
20	Hourly	30.052	31.535	33.026	34.609	36.243	38.013	38.868	39.743	41.544	41.544	38.868	39.743	41.544		
	Bi-Weekly	2,404.18	2,522.79	2,642.06	2,768.68	2,899.40	3,041.04	3,109.44	3,179.44	3,323.52	3,323.52	3,109.44	3,179.44	3,323.52		
	Annual	62,509	65,593	68,694	71,986	75,384	79,067	80,845	82,665	86,412	86,412	80,845	82,665	86,412		
21	Hourly	33.026	34.609	36.243	38.013	39.816	41.753	42.692	43.653	45.632	45.632	42.692	43.653	45.632		
	Bi-Weekly	2,642.06	2,768.68	2,899.40	3,041.08	3,185.29	3,340.24	3,415.36	3,492.24	3,650.56	3,650.56	3,415.36	3,492.24	3,650.56		
	Annual	68,694	71,986	75,384	79,068	82,818	86,846	88,799	90,798	94,915	94,915	88,799	90,798	94,915		
22	Hourly	36.243	38.013	39.816	41.753	43.693	45.799	46.829	47.883	50.054	50.054	46.829	47.883	50.054		
	Bi-Weekly	2,899.40	3,041.08	3,185.29	3,340.22	3,495.48	3,663.92	3,746.32	3,830.64	4,004.32	4,004.32	3,746.32	3,830.64	4,004.32		
	Annual	75,384	79,068	82,818	86,846	90,882	95,262	97,404	99,597	104,112	104,112	97,404	99,597	104,112		

GD

Effective June 1, 2012

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CCHHS ONLY**

GD	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1			
							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	14,078	14,762	15,474	16,188	17,340	17,730	18,129	18,951
	Bi-Weekly	1,101.50	1,126.23	1,180.92	1,237.95	1,295.05	1,387.20	1,418.40	1,450.32	1,516.08
	Annual	28,639	29,282	30,704	32,187	33,671	36,067	36,878	37,708	39,418
10	Hourly	14,749	15,437	16,162	16,946	17,760	18,590	19,008	19,435	20,317
	Bi-Weekly	1,179.91	1,234.99	1,292.96	1,355.67	1,420.77	1,487.20	1,520.64	1,554.80	1,625.36
	Annual	30,678	32,110	33,617	35,248	36,940	38,667	39,537	40,425	42,259
11	Hourly	15,822	16,552	17,339	18,149	19,047	20,012	20,463	20,923	21,872
	Bi-Weekly	1,265.80	1,324.19	1,387.16	1,451.91	1,523.80	1,600.96	1,637.04	1,673.84	1,749.76
	Annual	32,911	34,429	36,066	37,750	39,619	41,625	42,563	43,520	45,494
12	Hourly	16,946	17,760	18,590	19,486	20,487	21,437	21,919	22,412	23,429
	Bi-Weekly	1,355.67	1,420.77	1,487.22	1,558.85	1,638.96	1,714.96	1,753.52	1,792.96	1,874.32
	Annual	35,248	36,940	38,668	40,530	42,613	44,589	45,592	46,617	48,732
13	Hourly	18,149	19,047	20,013	20,977	21,928	23,025	23,543	24,073	25,165
	Bi-Weekly	1,451.91	1,523.80	1,601.03	1,678.17	1,754.21	1,842.00	1,883.44	1,925.84	2,013.20
	Annual	37,750	39,619	41,627	43,632	45,609	47,892	48,969	50,072	52,343

<u>GD</u>	AFTER 1					AFTER 2					AFTER 1			AFTER 1					
	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	YEARS AT 5TH STEP	YR AT 1ST LONGEVITY	YR AT 1ST LONGEVITY	YR AT 1ST LONGEVITY	YR AT 2ND LONGEVITY	YR AT 2ND LONGEVITY	YR AT 3RD LONGEVITY	RATE & 10 YRS SERVC	RATE & 15 YRS SERVC	RATE & 20 YRS SERVC				
14 Hourly	19,486	20,487	21,436	22,519	23,586	24,704	24,704	24,704	24,704	24,704	25,260	25,260	25,260	25,829	25,829	27,000	25,260	25,829	27,000
Bi-Weekly	1,558.85	1,638.96	1,714.92	1,801.48	1,886.86	1,976.32	1,976.32	1,976.32	1,976.32	1,976.32	2,020.80	2,020.80	2,020.80	2,066.32	2,066.32	2,160.00	2,020.80	2,066.32	2,160.00
Annual	40,530	42,613	44,588	46,839	49,058	51,384	51,384	51,384	51,384	51,384	52,541	52,541	52,541	53,724	53,724	56,160	52,541	53,724	56,160
15 Hourly	20,977	21,928	23,026	24,166	25,380	26,573	26,573	26,573	26,573	26,573	27,171	27,171	27,171	27,782	27,782	29,043	27,171	27,782	29,043
Bi-Weekly	1,678.17	1,754.21	1,842.05	1,933.28	2,030.37	2,125.84	2,125.84	2,125.84	2,125.84	2,125.84	2,173.68	2,173.68	2,173.68	2,222.56	2,222.56	2,323.44	2,173.68	2,222.56	2,323.44
Annual	43,632	45,609	47,893	50,265	52,790	55,272	55,272	55,272	55,272	55,272	56,516	56,516	56,516	57,787	57,787	60,409	56,516	57,787	60,409
16 Hourly	22,519	23,586	24,704	25,886	27,135	28,393	28,393	28,393	28,393	28,393	29,032	29,032	29,032	29,686	29,686	31,032	29,032	29,686	31,032
Bi-Weekly	1,801.48	1,886.86	1,976.31	2,070.85	2,170.83	2,271.44	2,271.44	2,271.44	2,271.44	2,271.44	2,322.56	2,322.56	2,322.56	2,374.88	2,374.88	2,482.56	2,322.56	2,374.88	2,482.56
Annual	46,839	49,058	51,384	53,842	56,441	59,057	59,057	59,057	59,057	59,057	60,387	60,387	60,387	61,747	61,747	64,547	60,387	61,747	64,547
17 Hourly	24,166	25,380	26,573	27,811	29,186	30,629	30,629	30,629	30,629	30,629	31,318	31,318	31,318	32,022	32,022	33,475	31,318	32,022	33,475
Bi-Weekly	1,933.28	2,030.37	2,125.85	2,224.89	2,334.87	2,450.32	2,450.32	2,450.32	2,450.32	2,450.32	2,505.44	2,505.44	2,505.44	2,561.76	2,561.76	2,678.00	2,505.44	2,561.76	2,678.00
Annual	50,265	52,790	55,272	57,847	60,707	63,708	63,708	63,708	63,708	63,708	65,141	65,141	65,141	66,606	66,606	69,628	65,141	66,606	69,628
18 Hourly	25,886	27,135	28,393	29,805	31,179	32,718	32,718	32,718	32,718	32,718	33,454	33,454	33,454	34,207	34,207	35,758	33,454	34,207	35,758
Bi-Weekly	2,070.85	2,170.83	2,271.48	2,384.44	2,494.34	2,617.44	2,617.44	2,617.44	2,617.44	2,617.44	2,676.32	2,676.32	2,676.32	2,736.56	2,736.56	2,860.64	2,676.32	2,736.56	2,860.64
Annual	53,842	56,441	59,058	61,995	64,853	68,053	68,053	68,053	68,053	68,053	69,584	69,584	69,584	71,151	71,151	74,377	69,584	71,151	74,377
19 Hourly	28,393	29,805	31,179	32,717	34,264	35,907	35,907	35,907	35,907	35,907	36,715	36,715	36,715	37,541	37,541	39,243	36,715	37,541	39,243
Bi-Weekly	2,271.48	2,384.44	2,494.34	2,617.40	2,741.14	2,872.56	2,872.56	2,872.56	2,872.56	2,872.56	2,937.20	2,937.20	2,937.20	3,003.28	3,003.28	3,139.44	2,937.20	3,003.28	3,139.44
Annual	59,058	61,995	64,853	68,052	71,270	74,687	74,687	74,687	74,687	74,687	76,367	76,367	76,367	78,085	78,085	81,625	76,367	78,085	81,625

GD

	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	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
20 Hourly	31,179	32,717	34,264	35,906	37,602	39,438	40,326	41,233	43,102
Bi-Weekly	2,494.34	2,617.40	2,741.14	2,872.51	3,008.13	3,155.04	3,226.08	3,298.64	3,448.16
Annual	64,853	68,052	71,270	74,685	78,211	82,031	83,878	85,765	89,652
21 Hourly	34,264	35,906	37,602	39,439	41,309	43,319	44,293	45,290	47,343
Bi-Weekly	2,741.14	2,872.51	3,008.13	3,155.12	3,304.74	3,465.50	3,543.44	3,623.20	3,787.44
Annual	71,270	74,685	78,211	82,033	85,923	90,103	92,129	94,203	98,473
22 Hourly	37,602	39,439	41,309	43,318	45,332	47,516	48,585	49,679	51,931
Bi-Weekly	3,008.13	3,155.12	3,304.74	3,465.48	3,626.56	3,801.28	3,886.80	3,974.32	4,154.48
Annual	78,211	82,033	85,923	90,102	94,291	98,833	101,057	103,332	108,016

Effective November 30, 2012

**SCHEDULE 1
BUREAU OF HUMAN RESOURCES
SEIU LOCAL 73
CCHHS ONLY**

GD	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1		AFTER 1		AFTER 1		AFTER 1	
							YR AT 1ST LONGEVITY	RATE & 10 YRS SERVC	YR AT 2ND LONGEVITY	RATE & 12 YRS SERVC	YR AT 3RD LONGEVITY	RATE & 15 YRS SERVC	YR AT 4TH LONGEVITY	RATE & 20 YRS SERVC
9 Hourly	13,769	14,078	14,762	15,474	16,188	17,340	17,730	17,907	18,129	18,951	18,129	18,951	18,129	18,951
Bi-Weekly	1,101.50	1,126.23	1,180.92	1,237.95	1,295.05	1,387.20	1,418.40	1,432.56	1,450.32	1,516.08	1,450.32	1,516.08	1,450.32	1,516.08
Annual	28,639	29,282	30,704	32,187	33,671	36,067	36,878	37,247	37,708	39,418	37,708	39,418	37,708	39,418
10 Hourly	14,749	15,437	16,162	16,946	17,760	18,590	19,008	19,198	19,435	20,317	19,435	20,317	19,435	20,317
Bi-Weekly	1,179.91	1,234.99	1,292.96	1,355.67	1,420.77	1,487.20	1,520.64	1,535.84	1,554.80	1,625.36	1,554.80	1,625.36	1,554.80	1,625.36
Annual	30,678	32,110	33,617	35,248	36,940	38,667	39,537	39,932	40,425	42,259	40,425	42,259	40,425	42,259
11 Hourly	15,822	16,552	17,339	18,149	19,047	20,012	20,463	20,668	20,923	21,872	20,923	21,872	20,923	21,872
Bi-Weekly	1,265.80	1,324.19	1,387.16	1,451.91	1,523.80	1,600.96	1,637.04	1,653.44	1,673.84	1,749.76	1,673.84	1,749.76	1,673.84	1,749.76
Annual	32,911	34,429	36,066	37,750	39,619	41,625	42,563	42,989	43,520	45,494	43,520	45,494	43,520	45,494
12 Hourly	16,946	17,760	18,590	19,486	20,487	21,437	21,919	22,138	22,412	23,429	22,412	23,429	22,412	23,429
Bi-Weekly	1,355.67	1,420.77	1,487.22	1,558.85	1,638.96	1,714.96	1,753.52	1,771.04	1,792.96	1,874.32	1,792.96	1,874.32	1,792.96	1,874.32
Annual	35,248	36,940	38,668	40,530	42,613	44,589	45,592	46,047	46,617	48,732	46,617	48,732	46,617	48,732
13 Hourly	18,149	19,047	20,013	20,977	21,928	23,025	23,543	23,778	24,073	25,165	24,073	25,165	24,073	25,165
Bi-Weekly	1,451.91	1,523.80	1,601.03	1,678.17	1,754.21	1,842.00	1,883.44	1,902.24	1,925.84	2,013.20	1,925.84	2,013.20	1,925.84	2,013.20
Annual	37,750	39,619	41,627	43,632	45,609	47,892	48,969	49,458	50,072	52,343	50,072	52,343	50,072	52,343
14 Hourly	19,486	20,487	21,436	22,519	23,586	24,704	25,260	25,513	25,829	27,000	25,829	27,000	25,829	27,000
Bi-Weekly	1,558.85	1,638.96	1,714.92	1,801.48	1,886.86	1,976.32	2,020.80	2,041.04	2,066.32	2,160.00	2,066.32	2,160.00	2,066.32	2,160.00
Annual	40,530	42,613	44,588	46,839	49,058	51,384	52,541	53,067	53,724	56,160	53,724	56,160	53,724	56,160

GD

	1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	AFTER 2 YEARS AT 5TH STEP	AFTER 1 YR AT 1ST LONGEVITY RATE & 10 YRS SERV	AFTER 1 YR AT 2ND LONGEVITY RATE & 12 YRS SERV	AFTER 1 YR AT 3RD LONGEVITY RATE & 15 YRS SERV	AFTER 1 YR AT 4TH LONGEVITY RATE & 20 YRS SERV
15 Hourly	20,977	21,928	23,026	24,166	25,380	26,573	27,171	27,443	27,782	29,043
Bi-Weekly	1,678.17	1,754.21	1,842.05	1,933.28	2,030.37	2,125.84	2,173.68	2,195.44	2,222.56	2,323.44
Annual	43,632	45,609	47,893	50,265	52,790	55,272	56,516	57,081	57,787	60,409
16 Hourly	22,519	23,586	24,704	25,886	27,135	28,393	29,032	29,322	29,686	31,032
Bi-Weekly	1,801.48	1,886.86	1,976.31	2,070.85	2,170.83	2,271.44	2,322.56	2,345.76	2,374.88	2,482.56
Annual	46,839	49,058	51,384	53,842	56,441	59,057	60,387	60,990	61,747	64,547
17 Hourly	24,166	25,380	26,573	27,811	29,186	30,629	31,318	31,631	32,022	33,475
Bi-Weekly	1,933.28	2,030.37	2,125.85	2,224.89	2,334.87	2,450.32	2,505.44	2,530.48	2,561.76	2,678.00
Annual	50,265	52,790	55,272	57,847	60,707	63,708	65,141	65,792	66,606	69,628
18 Hourly	25,886	27,135	28,393	29,805	31,179	32,718	33,454	33,789	34,207	35,758
Bi-Weekly	2,070.85	2,170.83	2,271.48	2,384.44	2,494.34	2,617.44	2,676.32	2,703.12	2,736.56	2,860.64
Annual	53,842	56,441	59,058	61,995	64,853	68,053	69,584	70,281	71,151	74,377
19 Hourly	28,393	29,805	31,179	32,717	34,264	35,907	36,715	37,082	37,541	39,243
Bi-Weekly	2,271.48	2,384.44	2,494.34	2,617.40	2,741.14	2,872.56	2,937.20	2,966.56	3,003.28	3,139.44
Annual	59,058	61,995	64,853	68,052	71,270	74,687	76,367	77,131	78,085	81,625
20 Hourly	31,179	32,717	34,264	35,906	37,602	39,438	40,326	40,729	41,233	43,102
Bi-Weekly	2,494.34	2,617.40	2,741.14	2,872.51	3,008.13	3,155.04	3,226.08	3,258.32	3,298.64	3,448.16
Annual	64,853	68,052	71,270	74,685	78,211	82,031	83,878	84,716	85,765	89,652
21 Hourly	34,264	35,906	37,602	39,439	41,309	43,319	44,293	44,736	45,290	47,343
Bi-Weekly	2,741.14	2,872.51	3,008.13	3,155.12	3,304.74	3,465.50	3,543.44	3,578.88	3,623.20	3,787.44
Annual	71,270	74,685	78,211	82,033	85,923	90,103	92,129	93,051	94,203	98,473

**SCHEDULE II
BUREAU OF HUMAN RESOURCES
NURSING COMPENSATION PLAN
SEIU LOCAL 20: RNA ONLY**

RNA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10 10YRS SERVICE	STEP 11 12YRS SERVICE
12/1/2004	Hourly	49,138	50,379	51,690	52,952	54,326	55,746	57,23	58,709	60,262	
	Bi-weekly	3,931.04	4,030.32	4,135.20	4,236.16	4,346.08	4,459.68	4,578.40	4,696.72	4,820.96	
	Annual	102,207	104,788	107,515	110,140	112,998	115,951	119,038	122,114	125,344	
12/1/2005	Hourly	49,629	50,883	52,207	53,482	54,869	56,303	57,802	59,296	60,865	
	Bi-weekly	3,970.32	4,070.64	4,176.56	4,278.56	4,389.52	4,504.24	4,624.16	4,743.68	4,869.20	
	Annual	103,228	105,836	108,590	111,242	114,127	117,110	120,228	123,335	126,599	
6/1/2006	Hourly	50,622	51,901	53,251	54,552	55,966	57,429	58,958	60,482	62,082	
	Bi-weekly	4,049.76	4,152.08	4,260.08	4,364.16	4,477.28	4,594.32	4,716.64	4,838.56	4,966.56	
	Annual	105,293	107,954	110,762	113,468	116,409	119,452	122,632	125,802	129,130	
12/1/2006	Hourly	51,381	52,680	54,050	55,370	56,805	58,290	59,842	61,389	63,013	
	Bi-weekly	4,110.48	4,214.40	4,324.00	4,429.60	4,544.40	4,663.20	4,787.36	4,911.12	5,041.04	
	Annual	106,872	109,574	112,424	115,169	118,154	121,243	124,471	127,689	131,067	
6/1/2007	Hourly	52,666	53,997	55,401	56,754	58,225	59,747	61,338	62,924	64,588	
	Bi-weekly	4,213.28	4,319.76	4,432.08	4,540.32	4,658.00	4,779.76	4,907.04	5,033.92	5,167.04	
	Annual	109,545	112,313	115,234	118,048	121,108	124,273	127,583	130,881	134,343	
12/1/2007	Hourly	53,719	55,077	56,509	57,889	59,390	60,942	62,565	64,182	65,880	
	Bi-weekly	4,297.52	4,406.16	4,520.72	4,631.12	4,751.20	4,875.36	5,005.20	5,134.56	5,270.40	
	Annual	111,735	114,560	117,538	120,409	123,531	126,759	130,135	133,498	137,030	
6/1/2008	Hourly	55,533	56,929	58,400	59,818	61,360	62,955	64,623	66,284	68,029	70,135
	Bi-weekly	4,442.64	4,554.32	4,672.00	4,785.44	4,908.80	5,036.40	5,169.84	5,302.72	5,442.32	5,610.80
	Annual	115,508	118,412	121,472	124,421	127,628	130,946	134,415	137,870	141,500	145,880
1/1/2011	Hourly	56,782	58,210	59,714	61,164	62,741	64,371	66,077	67,775	69,560	71,713
	Bi-weekly	4,542.56	4,656.80	4,777.12	4,893.12	5,019.28	5,149.68	5,286.16	5,422.00	5,564.80	5,737.04
	Annual	118,107	121,077	124,205	127,221	130,501	133,892	137,440	140,972	144,685	149,163
6/1/2012	Hourly	58,911	60,393	61,953	63,458	65,094	66,785	68,555	70,317	72,169	74,402
	Bi-weekly	4,712.88	4,831.44	4,956.24	5,076.64	5,207.52	5,342.80	5,484.40	5,625.36	5,773.52	5,952.16
	Annual	122,535	125,617	128,862	131,993	135,396	138,913	142,594	146,259	150,112	154,756

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>
11/30/2012 RNA	58.91	60.39	61.95	63.46	65.09	66.79	68.56	70.32	72.17	74.40	75.146
Hourly	4,712.88	4,831.44	4,956.24	5,076.64	5,207.52	5,342.80	5,484.40	5,625.36	5,773.52	5,952.16	6,011.68
Bi-weekly	122,534.88	125,617.44	128,862.24	131,992.64	135,395.52	138,912.80	142,594.40	146,259.36	150,111.52	154,756.16	156,303.68
Annual											

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	\$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)

	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 \$1250	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.