

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20, CTW/CLC**

**AND**

**COUNTY OF COOK  
JOHN H. STROGER JR. HOSPITAL/RUTH M. ROTHSTEIN CORE CENTER  
REPRESENTING ATTENDING PHYSICIANS**

**December 1, 2008 through November 30, 2012**

**Effective November 14, 2012**

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## COLLECTIVE BARGAINING AGREEMENT

This Collective Bargaining Agreement is made and entered into by and between Doctors Council SEIU, hereinafter referred to as the "Union", and the County of Cook and the Cook County Health and Hospitals System Board, hereinafter collectively referred to as the "County", or the "Employer".

### ARTICLE I

#### RECOGNITION

##### Section 1.1 Representation;

The County recognizes the Union as the sole and exclusive representative for all attending physicians who are generalists and specialists, as well as dentists, psychologists, and podiatrists (collectively "Doctors") employed by the County of Cook at the John H. Stroger, Jr. Hospital of Cook County and the Ruth M. Rothstein CORE Center (collectively "Hospital") who spend a majority of their clinical time providing direct in-patient care or specialty care who are regularly scheduled to work at least twenty (20) hours per week, but excluding all other employees represented in other bargaining units employed by the Employer, the Chief Medical Officer, all Department Chairs, all managerial and supervisory employees, all voluntary, visiting and contract physicians, and all elected officials of Cook County.

##### Section 1.2 Dues and Committee on Political Education ("COPE") Check-off:

With respect to any Doctor from whom the County receives individual written authorization, signed by the Doctor, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the Doctor the dues and initiation fee required as a condition of membership and shall forward such amount to the Union within thirty (30) calendar days after close of the pay period for which the deductions are made. The amounts deducted shall be set by the Union, and the County may retain a service charge of five cents (\$.05) for making such deductions. The County shall provide a voluntary payroll deduction to the Union's COPE upon receipt of a written authorization from Doctors. Such deduction shall be remitted in a separate check on a monthly basis to the Union or COPE, as specified in writing by the Union.

##### Section 1.3 Fair Share:

- A. The County shall grant "Fair Share" to the Union in accordance with Sections 6(e)-(g) of the Illinois Labor Relations Act upon satisfactory demonstration to the County that the Union has more than 50% of the eligible Doctors in the bargaining unit signed up as dues paying members. Once this condition has been met, within thirty (30) days of the Union meeting said conditions or within thirty (30) days of their employment by the County all Doctors covered by this Agreement will either (1) become members of the Union and pay 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 Doctor wages, hours, and other conditions of employment.

- B. Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member Doctors 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 Doctor wages, hours and other conditions of employment.
- C. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names and addresses of all Doctor non-members of the Union from which earnings the fair share payments shall be deducted and their work locations.
- D. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union Doctors. The Union shall furnish objectors and the County with verifications 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 earning at the highest possible rate; that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.
- E. If an ultimate decision in any proceeding under state or federal law directs that the amount of the fair share should be different 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 1.4 Religion Exemption:**

Doctors who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of union dues, as Described in Section 4, to a non-religious charitable organization mutually agreed upon by the Union and the affected employees as set forth in Section 6(g) of the Illinois Labor Relations Act.

**Section 1.5 Indemnification:**

The Union shall indemnify and hold 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 Doctor.

**ARTICLE II**

**DECLARATION OF RIGHTS**

**Section 2.1 County Authority and Rights:**

The Union recognizes that the County has the full authority and responsibility for directing its operation and determining policy. The County reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon it and vested in it by State and Federal statutes and Constitutions, and to adopt and apply all reasonable rules, regulations and policies as it may deem necessary to carry out its statutory and constitutional responsibilities. The County's rights shall be limited only by the specific and express terms of this Agreement. The County's rights include, but are not limited to:

- A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The County has all the customary and usual rights, power and functions of management.
- B. The exclusive right to hire, transfer, and promote; and the exclusive right to discipline, suspend or discharge Doctors for just cause.
- C. The right to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the County's responsibilities and duties; as well as the right to determine reasonable productivity, performance and evaluation standards.
- D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services.
- E. The right to make, publish, enforce reasonable rules and regulations, and to revise same; and, the County has the right to reclassify existing positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities.

- F. The right to establish standards governing the standard of care to be rendered to patients.

### ARTICLE III

#### CONTINUITY OF OPERATION

##### Section 3.1 No Strike:

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

##### Section 3.2 Union Responsibility:

Should any activity proscribed in Section 1 of this Article occur, which the Union has not sanctioned, the Union shall immediately:

- A. Publicly disavow such action by the Doctors 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 Doctors stating that it disapproved of such action and instructing all Doctors 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 3.3 Discharge of Violators:

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

##### Section 3.4 No Lock-Out:

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

## ARTICLE IV

### HOURS OF WORK

#### Section 4.1 Normal Workweek:

The normal workweek will consist of up to fifty (50) hours per week, but as professionals in the health care industry, Attending Physicians will work such hours as are necessary to fulfill their patient care responsibilities, as well as being on-call as needed, by rotation within their department.

#### Section 4.2 Breaks:

The work day normally will include a thirty (30) minute meal period and necessary breaks which Doctors may take at their discretion, consistent with their professional judgment and responsibility provided that there will not be a disruption in patient care.

#### Section 4.3 Flex-Time:

Flex time schedules may be granted by County, if there are legitimate and compelling personal reasons for the request and the flex time is consistent with the operational needs of the Hospital. Such requests for flex time shall not be unreasonably denied. Requests for flex time must be submitted by the Doctor at least two (2) weeks in advance. Flex time privileges may be cancelled or suspended by the County for legitimate operational reasons or due to misuse by the Doctor.

#### Section 4.4 Schedules:

Doctors' schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month. Once posted, schedules shall not be changed unless two (2) weeks' notice is provided to the affected Doctor, except when the change is necessitated by the immediate need to provide patient care or when Doctors voluntarily exchange days or agree to cover other hours in which case the agreement to the schedule change shall be placed in writing by the affected Doctors.

## ARTICLE V

### GRIEVANCE PROCEDURE

#### Section 5.1 Definition:

A grievance is a difference between the Union and the County regarding the interpretation or application of provisions of this Agreement, but does not include decisions or actions regarding credentialing, appointment, reappointment or other discipline or other decisions or actions issued or made pursuant to the processes set forth in the Medical Staff Bylaws. The Union will send copies of grievances appealed to Step 4 to the Employer officials listed in Step 3.

**Section 5.2 Grievance Procedure Steps:**

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

<b><u>Step</u></b>	<b><u>Submission Time Limit This Step (Calendar Days)</u></b>	<b><u>Submitted</u></b>	<b><u>Time Limit Meeting</u></b>	<b><u>Response</u></b>
1	30 days from the date the Grievant knew or should have known of the event(s) giving rise to the grievance	Department Chair/Designee	5 days	5 days
2	5 days	Hospital CMO/Designee	5 days	10 days
3	10 days	County Bureau Chief/Designee and System Director of Human Resources /Designee	30 days (Status report to Union if exceeded)	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party		30 days

When a grievance relates to all or a substantial number of Doctors, or the Union's own interests, the grievance may be initiated by the Union at Step 2.

**Section 5.3 Time Limits**

Time limits may be extended by mutual agreement in writing between the Doctor and/or the Union and the County. Neither the Union nor the County shall waive the established time limits unless by written, mutual agreement.

**Section 5.4 Stewards:**

The Union will advise the County in writing of the names of the stewards and shall notify the County promptly of any changes. Stewards will be permitted to handle and process grievances during their work hours provided that patient care will not be adversely affected. One steward will be released pursuant to this Section to handle any particular grievance. If there is a desire to train stewards or a grievance is of an unusual nature, the Union may request the release of one additional steward, and the Union's request will not be unreasonably denied.

Up to two stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay, provided that at least 14 days' advance

notice of such meetings is given and that patient care will not be adversely impacted. Such meetings shall be limited to a maximum of four per year per steward.

**Section 5.5 Union Representatives:**

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with Doctors or Hospital representatives. These representatives will be identified to the Hospital COO/Designee in a manner suitable to the County, and on each occasion will first secure the approval of the Hospital COO/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

**Section 5.6 Impartial Arbitration:**

If the Union is not satisfied with the Step 3 answer, within thirty (30) days after receipt of the Step 3 answer, it may submit in writing to the County notice that the Union is submitting the grievance to impartial arbitration. The Union and County will make arrangements with the arbitrator to hear and decide the grievance without unreasonable delay.

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

The arbitrator 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. The arbitrator's decision must be based solely upon his interpretation of the meaning of this Agreement or application of the express relevant language of the Agreement. The decision of the arbitrator shall be final.

The arbitrator shall be selected on a rotating basis from the permanent panel agreed to by the parties regarding all of their mutual bargaining units. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on 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 5.7 Right to Union Representation:**

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

## ARTICLE VI

### SENIORITY

#### Section 6.1 Probationary Period:

A Doctor's probationary period shall be six (6) months from his/her most recent date of hire at the Hospital. The Hospital may extend this probationary period for up to an additional six (6) months by written notice to the Doctor and to the Union. The Hospital shall meet with the Doctor to provide the reason for the extension, and the Doctor shall have the right to have a Union steward or representative present for that meeting. During the probationary period, a Doctor shall have no seniority, may be discharged for any lawful reason, and shall have no recall rights or recourse to the grievance procedure regarding any layoff, discipline or discharge. Upon completion of the probationary period, a Doctor's seniority shall be computed as the most recent date of hire at the Hospital. Any Doctor who has completed his or her probationary period as provided for in this section, and who then is transferred out of the bargaining unit to another position within Cook County Health and Hospitals System Board ("System") shall not serve an additional probationary period if he or she later transfers back into the unit.

If a Doctor who has completed his/her probationary period at another System attending physician bargaining unit is involuntarily transferred by the System to this Hospital, said Doctor will not have to go through the above probationary period. This exception shall not apply to a Doctor who joined this Hospital's staff as a result of applying for a vacant position that has arisen.

#### Section 6.2 Definition of Seniority:

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

#### Section 6.3 Return to Former Job:

A Doctor who has been promoted, transferred or recalled to another job within the represented unit or in accordance with the provisions of this Article, may be returned by County to the former job within a reasonable period, but not to exceed thirty (30) calendar days, without loss of seniority, if the Doctor does not demonstrate the ability to satisfactorily perform the job to which he/she was promoted, transferred, or recalled. A Doctor who has accepted another position within the System, whether or not within the bargaining unit, in accordance with the provisions of this Article may ask to return to the former job within thirty (30) calendar days after commencing work in the new position without loss of seniority.

#### Section 6.4 Return to Represented Unit:

A Doctor who has been promoted or transferred out of the bargaining unit to another position within the System, and who is later transferred back to the unit, shall upon return to the

unit be granted the seniority he/she would have had the Doctor continued to work in the bargaining unit.

**Section 6.5 Discipline:**

Doctors may only be disciplined for just cause and are entitled to Union representation in any disciplinary proceeding. A pre-disciplinary meeting for suspensions and discharges shall be held and the County shall make reasonable effort to accommodate the Union when scheduling such meetings. The County shall notify the Union and the Doctors of its intent to conduct a pre-disciplinary meeting, the reason for the meeting and the nature of the charge(s). During the pre-disciplinary meeting, the Doctor and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the Doctor and/or the Union representative do not appear at the meeting, the County may proceed with the discipline, which shall be subject to the grievance procedure. Any verbal or written discipline less severe than a suspension shall not be used as the basis for the next step in progressive discipline if more than a year passes without the employee receiving additional discipline.

**Section 6.6 Seniority List:**

Immediately after the effective date of this Agreement, and every six months thereafter, the County will furnish the Union a list showing the name, department, address, salary, classification, and last hiring date of each Doctor. The County will furnish the Union with reports of new hires and terminations within thirty (30) days of the event.

**Section 6.7 Termination of Seniority:**

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

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Loss of clinical privileges at the Hospital or loss of appointment or reappointment to the Hospital Medical Staff pursuant to the procedures set forth in the Medical Staff Bylaws (not subject to the grievance and arbitration procedure);
- D. Absence for three consecutive work days without the Doctor notifying either his/her immediate supervisor or the Medical Director, unless the Doctor has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- E. Failure to report to work upon the termination of a leave of absence or vacation unless the Doctor has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;

- F. Absence from work because of layoff for twelve (12) months or for disability or approved leave of absence for twelve (12) months in the case of all non-probationary Doctors;
- G. Failure to notify the County within nine (9) calendar days of the Doctor's intent to report to work upon recall from layoff, or failure to report for work within fourteen (14) calendar days after notice to report for work is sent by certified mail to the Doctor's last address on file with County;
- H. Engaging in gainful employment while on an authorized leave of absence, unless written permission to engage in such employment was granted in advance by the County.

**ARTICLE VII**

**HOLIDAYS**

**Section 7.1 Regular Holidays:**

All full-time Doctors shall receive eight (8) hours pay at their regular hourly rate for the holidays listed below. These holidays are not to be counted as part of a Doctor's vacation time. (Part-time Doctors regularly working at least twenty (20) hours per week shall receive holiday pay on a pro rata basis.)

- |                                   |                  |
|-----------------------------------|------------------|
| New Year's Day                    | Columbus Day     |
| Martin Luther King's Birthday     | Labor Day        |
| Lincoln's Birthday                | Veteran's Day    |
| Memorial Day                      | Thanksgiving Day |
| Independence Day (Fourth of July) | Christmas Day    |
| President's Day                   |                  |

**Section 7.2 Working on Holidays:**

Doctors who are scheduled to work and who do work eight hours on any of the holidays identified in Section 1 of Article VII shall receive a day off (with eight (8) hours of pay at their regular hourly rate) before the end of the fiscal year in which the Doctors worked the holiday.

**Section 7.3 Floating Holiday:**

In addition to the paid holidays in Section 1, Doctors also shall accrue one (1) floating holiday on December 1 of each year. The Doctor may request to use the floating holiday at any time and requests shall not be unreasonably denied. Any floating holiday that a Doctor has not used during the fiscal year shall be lost and not carried over. A Doctor required to work on a previously scheduled floating holiday shall receive another day off as described in Section 2.

**ARTICLE VIII**

**VACATIONS**

**Section 8.1 Eligibility:**

Vacation credit shall be earned for each month during which the Doctor is in an active pay status for eighty (80) hours. The amount of annual paid vacation is based upon the following schedule:

<u>Service</u>	<u>Vacation</u>	<u>Maximum Accrual</u>
1 Year	15 Days/120 Hours	30 Days/240 Hours
5 Years	20 Days/160 Hours	40 Days/320 Hours
10 Years	25 Days/200 Hours	50 Days/400 Hours

Doctors may use only such vacation leave as has been earned and accrued, except that use of one-half of the initial vacation allowance may be allowed after the first six (6) months of service.

**Section 8.2 Maximum Accrual:**

Doctors may accumulate up to the maximum accrual amounts set forth in Section 1 based upon the Doctor's years of service.

**Section 8.3 Vacation Preference and Scheduling:**

In order to ensure the orderly operation of the Hospital and in the interests of patient care, the County reserves the right to limit the number of Doctors within a department or team who will be permitted to be on vacation at any one time. The County, through the Department Chair in consultation with the Medical Director, further reserves the right to limit the number of consecutive vacation days if it determines that patient care will be adversely affected by the Doctor's continued absence despite any alternative coverage which has been arranged. The County will consider the Doctor's personal circumstances when considering vacation requests. Doctors are to request routine vacation or conference time off in accordance with Departmental practices but in no event will they be required to request such more than 120 days in advance.

If more Doctors wish to be off at one time than may be allowed, the Doctors within the department or team first will be given an opportunity to resolve the issue. If they cannot do so, the Department Chair shall consult with the Doctors within the department or team to attempt to obtain a resolution. If they cannot resolve the matter, the Department Chair shall decide the issue based upon seniority and the fair distribution of prime vacation times among the Doctors.

Emergency vacation requests will be granted if the County determines that patient care will not be adversely affected.

The County agrees that its determinations under the above two paragraphs will not be arbitrary or capricious.

**Section 8.4 Accrued Benefits at Separation:**

Upon termination of employment, the Doctor shall be paid for all accrued but unused vacation days through the last day worked and for any compensating day that the Doctor has not taken for having worked a holiday that occurred before the termination of the Doctor's employment.

**ARTICLE IX**

**REDUCTION IN WORKFORCE, LAYOFF, AND RECALL**

Should the County find it necessary to decrease the number of Doctors working within a specialty, the County shall give written notice to the Union at least sixty (60) days prior to the effective date of the layoff of the Doctors. During that interim period, the County will be willing to meet with the Union to discuss any alternatives to the layoff of any Doctor(s) and the justification for the layoffs, but shall have no duty to bargain regarding its decision to lay off Doctors nor the impact of that decision on the bargaining unit or members of the bargaining unit. In determining the identity of Doctors who shall be laid off or recalled, the County shall base its decision on the Doctors' education, training, experience, skill, qualifications, credentials, productivity and seniority. When all of these factors are equal the least senior Doctor shall be laid off, but will be allowed to interview for vacant positions for which he or she is qualified anywhere in the CCHHS system. Non-probationary Doctors who are laid off shall be subject to recall for twelve months. No vacancy should be filled by an external hire if there is a Doctor with recall rights who is qualified to fill that position. Doctors may refuse recall to a specialty other than that from which they were laid off.

**ARTICLE X**

**FILLING VACANCIES**

Vacant positions shall be posted on bulletin boards in the administrative or clinical areas of the departments or divisions for a period of fourteen (14) days. In determining who should fill a vacancy, the County shall consider the Doctor's education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. The County agrees to interview all qualified applicants from the bargaining unit and to provide a written response to an applicant within 30 days after the application process closes.

**ARTICLE XI**  
**COMPENSATION**

**Section 11.1 Pay:**

The salary grades and steps applicable to the above listed 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%
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Effective with the first full pay period, on or after June 1, 2012	3.75%
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**Section 11.2 New Classification:**

If the County establishes new classifications, it will notify the Union and offer the Union an opportunity to discuss the new classification and pay rate. After the County has provided this opportunity, it may assign a pay rate. If the Union believes that the rate is unreasonable, it may grieve the reasonableness of the rate.

**Section 11.3 Promotion, Reclassification and Demotion:**

**Promotions** – Doctors promoted to a higher labor grade will proceed to the lowest step of the new grade that provides them with a pay rate increase.

**Reclassifications** – A Doctor whose position is reclassified to a higher labor grade shall be placed on the step that is closest to, but at least as high as, the Doctor's current pay rate. A Doctor whose position is reclassified to a lower labor grade shall not receive a pay rate cut, but will be placed in the step that is closest to the Doctor's pay rate prior to the reclassification. If the Doctor's pay rate is above the top step of the new labor grade, the Doctor shall not receive pay increases until the top step of the new labor grade exceeds that pay rate.

**Demotions** – A Doctor who is demoted to a lower labor grade shall be placed in the same step in the lower grade.

In Promotions, Reclassifications and Demotions, the anniversary date for future step movement shall be the effective date of the Promotion, Reclassification or Demotion.

**Section 11.4 Entry Rate:**

A newly hired Doctor shall be paid at least at the minimum of the Grade K6 rate.

**Section 11.5 Part-Time Employees:**

Part-time employees who are 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.

The extent to which part-time employees are entitled to disability and pension benefits is governed by the provisions of the Cook County Employees Pension Plan.

**Section 11.6 Extra Duty Pay:**

When doctors work extra hours because they are approved to perform work outside of their normal responsibilities, they shall be paid hourly rates as follows:

- ASC \$75
- Oak Forest Immediate Care \$75
- All other applicable extra duty rates will remain the same.

**ARTICLE XII**

**WELFARE BENEFITS**

**Section 12.1 Hospitalization Insurance, Doctor Contributions:**

- A. The County agrees to maintain certain health benefits as summarized in the Appendix.
- B. Attending Physicians who enroll in the County's HMO Health benefits plan shall contribute through payroll deduction as follows for their hospitalization insurance:

Attending Physician only	0.5% of salary
Attending Physician + children	0.75% of salary
Attending Physician + spouse	1.0% of salary
Family	1.25% of salary
- C. Attending Physicians who enroll in the County's PPO health benefits plan shall contribute through payroll deduction, as follows for their hospitalization insurance:

Attending Physician only	1.5% of salary
Attending Physician + children	1.75% of salary
Attending Physician + spouse	2.0% of salary
Family	2.25% of salary

D. The HMO and PPO plan designs will be revised, respectively, as follows:

Prescription drug co-pays for the HMO and PPO plans will be \$7.00 for generic, \$15.00 for formulary, \$25.00 for non-formulary, and the mail order co-pay for a 90-day supply shall be double the amounts listed above.

**HMO**

Office visit Co-Pay	\$10
ER Co-Pay	\$40
In-Patient Hospital Stay	\$100
Out-Patient Hospital Procedures	\$100

**PPO**

Individual Deductible	\$125/\$250
Family Deductible	\$250/\$500
Individual Out-of-Pocket Maximum	\$1,500/\$3,000
Family Out-of-Pocket Maximum	\$3,000/\$6,000
ER Co-Pay	\$40
Office Visit Co-Pay	\$25 Deductible and Co-Insurance

**Section 12.2 Sick Pay:**

Doctors shall accumulate sick pay credits at the rate of 3.69 hours per pay period in which the Doctor is in pay status for at least 40 hours. Sick leave may be accumulated to a maximum of one hundred fifty (150) days. Up to the accumulated sick leave credits, an Doctor prevented from working because of the Doctor's illness or injury (other than occupational illness or injury) or because of an illness in the Doctor's immediate family as defined in Article XIII, Section 3.C., shall be entitled to receive sick pay at his or her regular salary for each day of absence. All Doctors employed on a part-time basis of at least forty (40) hours per pay period shall be granted sick leave with pay proportionate to the time worked per pay period.

**Section 12.3 Disability Benefits:**

Doctors incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Duty disability and ordinary disability benefits also will be paid to Doctors who are participants in the County Employee Pension Plan in accordance with that Plan. Duty Disability benefits are paid to the Doctor by the Retirement Board when the Doctor is disabled while performing his/her work duties. Benefits amount to seventy-five percent (75%) of the Doctor'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 Worker's Compensation paid the County. Ordinary disability occurs when a Doctor becomes disabled due to any cause, other than injury on the job. An eligible Doctor who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, less an amount equal to the sum deducted for all annuity purposes. If a Doctor receives accrued salary beyond the 31st day, disability payment will not begin until the 1st day the Doctor is in no-pay status after the 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 Doctor and the County otherwise agree. The Doctor will not be required to use sick time and/or vacation time for any day of duty disability. All provisions of this section are subject to change to the extent required by State law.

**Section 12.4 Life Insurance:**

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

**Section 12.5 Pension Plan:**

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

**Section 12.6 Dental Plan:**

All Doctors shall be eligible to participate, at no cost to them, in the dental plan as set forth in Appendix B. No dental coverage shall be offered through the County's HMO plans.

**Section 12.7 Vision Plan:**

All Doctors shall be eligible to participate, at no cost to them, in the vision plan as set forth in Appendix B. No vision coverage shall be offered through the County's HMO plans.

**Section 12.8 Hospitalization/New Hires:**

All new Doctors 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 12.9 Flexible Benefits Plan:**

All Doctors 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 12.10 Insurance Claims:**

A dispute between a Doctor (or his/her covered dependent) and the processor of claims regarding the appropriateness of a claim or coverage shall not be subject to the grievance procedure provided for in this Agreement. Doctors shall continue to be afforded an opportunity to present appeals of such insurance disputes in person, provided it is not a Doctor who is on duty if the proceeding occurs outside of the Hospital.

**ARTICLE XIII**

**LEAVES OF ABSENCE**

**Section 13.1 Personal Leave:**

A Doctor may be granted a leave of absence without pay by the Department Chair, with the written approval of the Hospital's Chief Operating Officer. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year or continuous employment by the County and/or any of the System' Health Facilities, not to exceed one (1) year, except for military service. A Doctor granted a leave to 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 13.2 Duty to Inform:**

Doctors must inform their Department of their intention to go to leave in accordance with the notice provisions contained herein. Before their departure, they must provide the Department with a current address and telephone number and maintain current contact information while on leave. In addition, the Department may require Doctors to report in on a reasonable periodic basis. Doctors who wish to extend a leave must apply to their Department at least thirty (30) days before they are scheduled to return, unless medical circumstances preclude such notice. Doctors on a leave of at least thirty (30) days must contact their Department at least two (2) weeks before returning from leave and complete all processing, including medical examinations, before they can return.

**Section 13.3 Family and Medical Leave:**

A Doctor is entitled to a leave of absence under Family and Medical Leave if s/he has been employed at least twelve (12) months by the County and has worked at least 1,250 hours during the previous twelve (12) month period. Under Family and Medical Leave, eligible Doctors are entitled to take up to a total of twelve (12) weeks of leave in a rolling twelve (12) month time period for:

- A. The birth of a child;
- B. Placement of a child with the Doctor for adoption or foster care;

- C. The care of a Doctor's spouse, son, daughter, or parent, who has a serious health condition; and
- D. A serious health condition that makes a Doctor unable to perform the functions of his/her position.

While a Doctor is on Family and Medical Leave, the County shall continue to pay its share of the Doctor's health insurance premium, and the Doctor is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Doctors must first use accrued sick leave as part of their Family and Medical Leave unless the leave is due to the birth or adoption of a child. To the extent that the Doctor is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

#### **Section 13.4 Maternity/Paternity Leave:**

Doctors shall be granted unpaid maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. Doctors need not exhaust all accrued vacation or sick time before going on maternity/paternity leave, but may apply such accrued time to the leave. The length of such leave, in general, shall not exceed three (3) months, but may be renewed by the Department Chair. Upon returning from such leave, the reinstatement rights of the Doctor will be identical to those of a Doctor returning from an ordinary disability leave. Leave granted under this section counts toward a Doctor's twelve (12) weeks of Family Medical Leave.

#### **Section 13.5 Disability Leave:**

A Doctor who is receiving County disability benefits shall be granted a leave of absence without pay for the duration of the period for which disability benefits are received. During the first year while on such a leave, a Doctor will not be replaced. If at any time while the Doctor is eligible for the disability leave, the Doctor becomes able to perform their job, they will be granted the same or comparable position, at the same salary, to the extent that one is available for which they are qualified.

#### **Section 13.6 Military Leave:**

Doctors, who enter the armed services of the United States, either voluntarily or by reason of conscription, shall be granted a leave of absence without pay and shall be entitled to be restored to the position they held prior to going on leave with the same anniversary and seniority dates. The Doctor must present a copy of military orders when requesting a leave, and must file a written request for reinstatement to a former position within sixty (60) days after termination of military service, along with a copy of military discharge papers.

A Doctor, 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 a leave of absence with full pay for limited service in field training, cruises, and kindred recurring obligations. Such leave will normally be limited to eleven (11) working days in each year.

**Section 13.7 Seniority on Leave:**

A Doctor on an approved unpaid leave of absence shall retain seniority accrued prior to the leave, but shall not accrue seniority, pension, vacation or other benefit service credit during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward a Doctor's entitlement to automatic progression in wage scale based on length of service. Doctors who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

**Section 13.8 Retention of Benefits:**

A Doctor on any unpaid leave of absence other than FMLA will be required to pay the cost of the insurance benefits in order to keep these benefits in full force and effect during the period of leave. Arrangements for payments of such costs must be made with the Hospital's Payroll Office prior to departure on the leave. If the Doctor fails to make such arrangements, the County may cancel insurance benefits, which will be reinstated upon the Doctor's return to work, subject to such waiting period and other rules and regulations as may be applicable to the insurance plan.

**ARTICLE XIV**

**ADDITIONAL BENEFITS**

**Section 14.1 Bereavement Pay:**

In the event of death in the immediate family, a Doctor will be granted up to three (3) paid, excused days off. For purposes of this section, a Doctor's immediate family includes parents, spouse, children (including stepchildren and foster children), siblings and domestic partners. The three (3) days of bereavement leave shall not include the Doctor's unpaid scheduled days off. Any additional time needed for bereavement for these relationships, or for bereavement regarding spouse's parents, grandparents, grandchildren, or other members of the Doctor's household may be taken as emergency vacation.

**Section 14.2 Jury Make-Up Pay:**

Doctors shall be granted leave with pay for any jury duty, including required reporting for jury when summoned, whether or not the Doctor is used as a juror. The Doctor shall turn over to the County any compensation which is received for responding to the jury summons or serving on the jury.

**Section 14.3 Election Day:**

If the Hospital work schedule of a Doctor who is a registered voter would prevent him/her from voting, he or she will be granted up to two hours off so that he or she may vote.

## ARTICLE XV

### COUNTY AND UNION RELATIONS

#### Section 15.1 Labor Management Meetings:

For the purpose of conferring on matters of mutual interest, the Union and the County agree to meet at least once each quarter, but more frequently if mutually agreed. Within five (5) days of either party making a request to meet, the parties shall schedule a mutually convenient time and location for the Labor Management Meeting. At least five (5) days prior to the scheduled meeting, the Union and the County shall each notify the other of the items that it wishes to have placed on the agenda. The Union and the County shall each designate not more than three (3) representatives to a labor-management committee for this purpose, although the representatives designated by either party may be alternated or rotated if desired.

#### Section 15.2 Union Representatives:

Duly authorized representatives of the Union will be permitted at reasonable times to enter the facilities for purposes of handling grievances or addressing other contract administration issues with Doctors or Hospital representatives. These union 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's Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the facility. The Union will not abuse this privilege, and such right of entry shall at all times be subject to general Hospital rules that are applicable to non-employees.

#### Section 15.3 Member Orientation:

Within fourteen (14) days of the date on which the new Doctor begins employment, the County shall notify the Steward designated by the Union of the name and department of the newly-hired Doctor so that the Steward may meet with the newly-hired Doctor at the discretion of the Steward and Doctor consistent with their judgment and responsibility so as not to disrupt care to patients.

#### Section 15.4 Union Office:

The Hospital shall continue to provide the Union with an office within the facility which may be utilized by the Doctors as well as other bargaining units at the Hospital which are represented by the Union.

#### Section 15.5 Meeting Space:

Upon at least ten (10) days advance notice, the Hospital will provide the Union with space for a membership meeting each quarter. The Hospital will make every reasonable effort to accommodate requests for more frequent membership meetings, provided there is available space.

The Hospital will provide the Union with space for a Stewards' Meeting each month upon at least five (5) days notice, and will make every reasonable attempt to provide the space with less notice.

Nothing in this section requires the Hospital to provide release time for Doctors to attend membership or Stewards meetings.

**Section 15.6 Bulletin Boards:**

The County will make two (2) bulletin boards available for use by the Union at the Hospital. Upon approval by Hospital Administration, which shall not be unreasonably delayed or withheld, the Union shall be permitted to post notices on these bulletin boards regarding Union meetings and Union business. There shall be no other postings by the Union or its members of materials other than as herein provided. No Doctors shall make any distributions so as to interfere with the performance of his/her duties.

**Section 15.7 Officers and Executive Board:**

One Doctor, if elected to a position as a Union officer or elected to a position on the Executive Board or Executive Council of the Local, up to once a month shall be permitted to attend meetings of the Executive Board and/or Council without loss of pay, provided that patient care will not be adversely affected. These meetings shall not occur more than once a month or last more than one day, and the Union shall provide fourteen (14) days' notice of the meeting.

**ARTICLE XVI**

**MISCELLANEOUS**

**Section 16.1 No Discrimination:**

No Doctor shall be discriminated against by the County or the Union on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, military discharge status, political affiliation and/or belief, or activity or non-activity on behalf of the Union.

**Section 16.2 Doctor Obligation and Professional Authority:**

Doctors shall comply with assignments made by the County, but after doing so may utilize the grievance procedure if the Doctor has a dispute regarding the assignment; however the Doctor shall not be required to comply with an assignment if it would create an imminent threat of death or serious bodily injury to the Doctor or the patient.

**Section 16.3 Safety:**

The County will continue to make reasonable provisions for the safety of its Doctors during their hours of employment.

**Section 16.4 Partial Invalidity:**

If any provision of this Agreement is or becomes 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 16.5 Evaluations:**

Doctors shall be provided with a copy of any evaluation pertaining to them that is prepared as part of the credentialing/re-credentialing process under the Medical Staff Bylaws. At the Doctor's request, the Department Chair or designee shall meet with the Doctor to discuss the evaluation. The Doctor or designee may have a Union representative or another Doctor present during the meeting, if the Department Chair consents. If the County implements any evaluation process other than that which currently exists, the County will notify the Union and, at the Union's request, shall meet with the Union to discuss the process prior to implementation.

**Section 16.6 Personnel File:**

Upon written request to the Director of Human Resources or designee, a Doctor may inspect his/her personnel file at a time mutually acceptable to the Hospital and the Doctor. Discipline, counseling's, complaints, evaluations, memoranda or correspondence regarding performance or other work-related issues that are maintained in a peer review, department chair, medical director, or credentials file also shall be made available to the Doctor, upon request, at a mutually agreeable time.

Each Doctor shall receive a copy of any formal performance evaluation, written warning, documentation of a verbal warning or other disciplinary or adverse action, before such material is placed in his/her personnel, peer review, Department Chair, Medical Director or credentials file. When a Doctor is issued discipline, the Doctor shall sign and date the disciplinary record as proof of receipt, but doing so does not mean that the Doctor agrees with the discipline. The Doctor shall have the right to respond in writing within ten (10) working days from the date such material was presented to the Doctor and to have such response placed in the file.

**Section 16.7 Physician's Statement:**

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

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

**Section 16.8 Credit Union:**

The County will deduct from the wages of Doctors 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 16.9 Distribution of Work Load:**

The County agrees that, while patient acuity, patient care and operational needs are paramount in making work assignment, workloads should be distributed equitably among the physicians in the same specialty or department when practical.

**ARTICLE XVII**

**PATIENT CARE**

**Section 17.1 Establishment of Patient Care Committee:**

The Union shall establish a Patient Care Committee for purposes of evaluating staffing needs, positions and assignments, training and education and generally the improvement of care provided to patients of the Hospital. The Patient Care Committee shall consist of eight (8) members, seven of which shall be Doctors selected by the Union and one (1) member shall be a Union representative or officer, who shall serve in an ex officio capacity.

The Union may, at its discretion, allow the participation of a representative selected by management, if so requested by management, either as a voting or ex officio member. Within sixty (60) days of the appointment of the members of the Patient Care Committee, they shall convene to adopt a statement of purpose, duties and procedures consistent with this Article.

**Section 17.2 Recommendations of the Committee:**

The Patient Care Committee may make recommendations to the Hospital for improvement of patient care, which recommendations shall be submitted in writing to the Chair of the relevant departments, the Medical Executive Committee, the Medical Director and Chief Operating Officer of the Hospital.

Within ninety (90) days of the Committee's submission of recommendations, the Chair of the relevant department, the Medical Executive Committee, the Medical Director and/or the Chief Operating Officer shall either implement the recommendations, offer to meet and confer with the Committee concerning the recommendations or provide the Patient Care Committee with an explanation as to why the recommendations are not implemented. The parties agree that non-acceptances and non-implementation of Committee recommendations by the Hospital shall not be grievable.

## ARTICLE XVIII

### CONTINUING MEDICAL EDUCATION (CME) LEAVE

Attending physicians shall receive up to ten (10) days of paid CME leave to take pre-approved professional medical education conferences or programs provided that they are job related and attendance does not impair patient care.

## ARTICLE XIX

### EDUCATION AND SEMINARS

The County agrees to allocate funds for education purposes in each year of this Agreement to be made available to all Local 20 bargaining unit employees. The amount allocated shall be an aggregate total of \$20,000 for all Local 20 bargaining units. Attending physician bargaining unit employee requests for such funds shall be for reimbursement for the costs of courses that qualify for Category I credit under the State of Illinois Division of Professional Regulation criteria as identified in the Fact Sheet attached as Exhibit A and as updated from time to time in the future. Employees who wish to apply for such reimbursement shall submit their request through the Union to the Cook County Director of Human Resources. An employee may request funds up to an amount no greater than four hundred dollars (\$400) in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

## ARTICLE XX

### DURATION

#### Section 20.1 Term:

This Agreement shall become effective in the first full pay period following Union ratification and approval by the Cook County Board of Commissioners, 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) days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

If 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 20.2 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, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, such notice shall be addressed to the Union's President at 300 S. Ashland, Suite 400, Chicago, Illinois. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 14<sup>th</sup> day of November, 2012.

COUNTY OF COOK

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

ATTEST:

David Orr

David D. Orr  
Cook County Clerk

UNION:

Service Employees International Union,  
Local 20, CTW/CLC (Doctors Council SEIU)

By: Emilie N. Junge  
Emilie N. Junge  
Regional Coordinator  
Doctors Council SEIU

SEIU DOCTORS COUNCIL  
STROGER PHYSICIANS

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APPROVED BY BOARD OF  
COOK COUNTY COMMISSIONERS

NOV 14 2012

COM \_\_\_\_\_

**SIDE LETTER**

For the period from the date of the execution of this tentative agreement through November 30, 2012 only, if the County enters into an agreement with any other union for a non-interest arbitration eligible bargaining unit that contains across-the-board wage increases greater than those set forth in paragraph 2 above, or agrees to a lower rate of employee contribution to health insurance (either in employee contribution to premiums or through plan design changes that are more favorable to employees) for a non-interest arbitration eligible bargaining unit, then upon demand by the union, those wage increases or health insurance changes will be applied to the members of this bargaining unit.

**SIDE LETTER ON RECOGNITION**

The parties agree that the changes that were made to the Recognition Language of any Doctors Council SEIU Collective Bargaining Agreements in the recently concluded negotiations were only to clarify which bargaining unit the employee shall be under, and not to exclude any bargaining unit employee or position from any of the bargaining units.

**SIDE LETTER**

Upon Union ratification and County Board of Commissioner approval of the Agreement, the psychologists shall receive the following compensation adjustments: (1) they shall receive a 2.25% across-the-board increase retroactive to the first full pay period on or after January 1, 2011; and (2) they shall receive the following salaries retroactive to the first full pay period following ratification:

Rocco Domanico	\$103,821
Robert Swanson	\$101,770
Gregory Lewis	\$101,770
Gregory Davis	\$98,771
Sybil Hosek	\$98,771
Stephen Clingerman	\$98,771
Linda Strozdas	\$93,032
Karla Anderson	\$93,032
Harold Fuentes	\$93,032

The psychologists also shall receive a 3.75% increase in the first full pay period on or after June 1, 2012. There will be no step increases during this Agreement.

Effective January 1, 2011

**SCHEDULE XXXII**

**BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20**

**PSYCHOLOGIST UNION  
STROGER HOSPITAL**

	<u>1ST STEP</u>	<u>2ND STEP</u>	<u>3RD STEP</u>	<u>5TH STEP</u>	<u>6TH STEP</u>	<u>7TH STEP</u>	<u>8TH STEP</u>
<b>PSY</b>							
Hourly	39.380	39.577	40.374	41.598	42.435	43.726	46.889
Bi-Weekly	3,150.40	3,166.16	3,229.92	3,327.84	3,394.80	3,498.08	3,751.12
Annual	81,910	82,320	83,978	86,524	88,265	90,950	97,529

Effective 1st Pay Period following October 5, 2011

**SCHEDULE XXXII**

**BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20**

**PSYCHOLOGIST UNION  
STROGER HOSPITAL**

	<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>
<b>PSY</b>				
Hourly	44.727	47.486	48.928	49.914
Bi-Weekly	3,578.16	3,798.88	3,914.24	3,993.12
Annual	93,032	98,771	101,770	103,821

Effective June 1, 2012

**SCHEDULE XXXII**

**BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20**

**PSYCHOLOGIST UNION  
STROGER HOSPITAL**

	<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>
<b>PSY</b>				
Hourly	46.404	49.267	50.763	51.786
Bi-Weekly	3,712.32	3,941.36	4,061.04	4,142.88
Annual	96,520	102,475	105,587	107,715

Effective January 1, 2011

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL / CORE CENTER**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	366	30.080	2,406.39	62,566
K	367	30.230	2,418.42	62,879
K	368	30.382	2,430.52	63,194
K	369	30.534	2,442.71	63,511
K	370	30.686	2,454.90	63,827
K	371	30.840	2,467.17	64,146
K	372	30.994	2,479.52	64,468
K	373	31.149	2,491.96	64,791
K	374	31.305	2,504.39	65,114
K	375	31.461	2,516.90	65,440
K	376	31.619	2,529.50	65,767
K	377	31.777	2,542.18	66,097
K	378	31.936	2,554.86	66,426
K	379	32.095	2,567.62	66,758
K	380	32.256	2,580.46	67,092
K	381	32.417	2,593.39	67,428
K	382	32.580	2,606.39	67,766
K	383	32.742	2,619.40	68,104
K	384	32.906	2,632.49	68,445
K	385	33.071	2,645.66	68,787
K	386	33.236	2,658.91	69,132
K	387	33.403	2,672.24	69,478
K	388	33.570	2,685.58	69,825
K	389	33.737	2,698.99	70,174
K	390	33.906	2,712.48	70,524
K	391	34.076	2,726.07	70,878
K	392	34.247	2,739.73	71,233
K	393	34.417	2,753.38	71,588
K	394	34.589	2,767.13	71,945
K	395	34.762	2,780.95	72,305
K	396	34.936	2,794.86	72,666
K	397	35.111	2,808.85	73,030
K	398	35.286	2,822.92	73,396
K	399	35.463	2,837.07	73,764
K	400	35.640	2,851.22	74,132
K	401	35.818	2,865.45	74,502
K	402	35.997	2,879.77	74,874
K	403	36.177	2,894.17	75,248

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	404	36.358	2,908.64	75,625
K	405	36.540	2,923.20	76,003
K	406	36.723	2,937.85	76,384
K	407	36.907	2,952.57	76,767
K	408	37.091	2,967.30	77,150
K	409	37.276	2,982.10	77,535
K	410	37.462	2,996.99	77,922
K	411	37.649	3,011.96	78,311
K	412	37.838	3,027.01	78,702
K	413	38.027	3,042.14	79,096
K	414	38.217	3,057.36	79,491
K	415	38.408	3,072.65	79,889
K	416	38.600	3,088.03	80,289
K	417	38.794	3,103.49	80,691
K	418	38.988	3,119.03	81,095
K	419	39.183	3,134.66	81,501
K	420	39.380	3,150.36	81,909
K	421	39.577	3,166.15	82,320
K	422	39.775	3,182.02	82,733
K	423	39.975	3,197.97	83,147
K	424	40.174	3,213.92	83,562
K	425	40.374	3,229.95	83,979
K	426	40.576	3,246.07	84,398
K	427	40.778	3,262.27	84,819
K	428	40.982	3,278.54	85,242
K	429	41.186	3,294.90	85,668
K	430	41.392	3,311.35	86,095
K	431	41.598	3,327.87	86,525
K	432	41.806	3,344.47	86,956
K	433	42.015	3,361.16	87,390
K	434	42.224	3,377.93	87,826
K	435	42.435	3,394.78	88,264
K	436	42.647	3,411.80	88,707
K	437	42.861	3,428.89	89,151
K	438	43.076	3,446.07	89,598
K	439	43.292	3,463.33	90,047
K	440	43.508	3,480.67	90,497
K	441	43.726	3,498.10	90,950

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	442	43.945	3,515.60	91,406
K	443	44.165	3,533.19	91,863
K	444	44.386	3,550.86	92,322
K	445	44.608	3,568.61	92,784
K	446	44.830	3,586.44	93,247
K	447	45.054	3,604.35	93,713
K	448	45.279	3,622.35	94,181
K	449	45.505	3,640.43	94,651
K	450	45.733	3,658.66	95,125
K	451	45.962	3,676.99	95,602
K	452	46.192	3,695.40	96,080
K	453	46.424	3,713.88	96,561
K	454	46.656	3,732.45	97,044
K	455	46.889	3,751.10	97,529
K	456	47.123	3,769.83	98,016
K	457	47.358	3,788.65	98,505
K	458	47.595	3,807.63	98,998
K	459	47.834	3,826.69	99,494
K	460	48.073	3,845.83	99,992
K	461	48.313	3,865.05	100,491
K	462	48.554	3,884.35	100,993
K	463	48.797	3,903.74	101,497
K	464	49.041	3,923.29	102,006
K	465	49.287	3,942.92	102,516
K	466	49.533	3,962.64	103,029
K	467	49.780	3,982.43	103,543
K	468	50.029	4,002.31	104,060
K	469	50.279	4,022.35	104,581
K	470	50.531	4,042.47	105,104
K	471	50.783	4,062.67	105,629
K	472	51.037	4,082.97	106,157
K	473	51.293	4,103.42	106,689
K	474	51.549	4,123.95	107,223
K	475	51.807	4,144.56	107,759
K	476	52.066	4,165.26	108,297
K	477	52.326	4,186.12	108,839
K	478	52.588	4,207.06	109,383
K	479	52.851	4,228.08	109,930

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	480	53.115	4,249.18	110,479
K	481	53.381	4,270.45	111,032
K	482	53.648	4,291.80	111,587
K	483	53.915	4,313.23	112,144
K	484	54.185	4,334.83	112,706
K	485	54.456	4,356.50	113,269
K	486	54.728	4,378.26	113,835
K	487	55.002	4,400.19	114,405
K	488	55.277	4,422.19	114,977
K	489	55.553	4,444.28	115,551
K	490	55.832	4,466.53	116,130
K	491	56.111	4,488.86	116,710
K	492	56.391	4,511.27	117,293
K	493	56.673	4,533.85	117,880
K	494	56.956	4,556.51	118,469
K	495	57.242	4,579.33	119,063
K	496	57.528	4,602.23	119,658
K	497	57.815	4,625.22	120,256
K	498	58.105	4,648.37	120,858
K	499	58.395	4,671.60	121,462
K	500	58.687	4,694.99	122,070
K	501	58.981	4,718.47	122,680
K	502	59.275	4,742.03	123,293
K	503	59.572	4,765.75	123,909
K	504	59.869	4,789.55	124,528
K	505	60.169	4,813.52	125,152
K	506	60.470	4,837.57	125,777
K	507	60.772	4,861.78	126,406
K	508	61.076	4,886.08	127,038
K	509	61.382	4,910.54	127,674
K	510	61.688	4,935.08	128,312
K	511	61.997	4,959.78	128,954
K	512	62.307	4,984.56	129,599
K	513	62.619	5,009.51	130,247
K	514	62.932	5,034.54	130,898
K	515	63.247	5,059.74	131,553
K	516	63.563	5,085.02	132,210
K	517	63.881	5,110.46	132,872

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	518	64.200	5,135.98	133,535
K	519	64.521	5,161.66	134,203
K	520	64.844	5,187.51	134,875
K	521	65.168	5,213.44	135,549
K	522	65.494	5,239.54	136,228
K	523	65.821	5,265.71	136,908
K	524	66.151	5,292.04	137,593
K	525	66.481	5,318.47	138,280
K	526	66.813	5,345.06	138,971
K	527	67.148	5,371.81	139,667
K	528	67.483	5,398.64	140,365
K	529	67.820	5,425.63	141,066
K	530	68.160	5,452.79	141,772
K	531	68.500	5,480.03	142,481
K	532	68.843	5,507.43	143,193
K	533	69.187	5,535.00	143,910
K	534	69.533	5,562.65	144,629
K	535	69.881	5,590.46	145,352
K	536	70.230	5,618.43	146,079
K	537	70.581	5,646.49	146,809
K	538	70.934	5,674.71	147,542
K	539	71.289	5,703.10	148,280
K	540	71.646	5,731.64	149,023
K	541	72.003	5,760.27	149,767
K	542	72.363	5,789.07	150,516
K	543	72.725	5,818.03	151,269
K	544	73.089	5,847.15	152,026
K	545	73.454	5,876.34	152,785
K	546	73.821	5,905.71	153,549
K	547	74.191	5,935.24	154,316
K	548	74.562	5,964.94	155,088
K	549	74.935	5,994.79	155,865
K	550	75.309	6,024.73	156,643
K	551	75.685	6,054.84	157,426
K	552	76.064	6,085.10	158,213
K	553	76.444	6,115.53	159,004
K	554	76.827	6,146.12	159,799
K	555	77.211	6,176.88	160,599

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	556	77.598	6,207.80	161,403
K	557	77.985	6,238.80	162,209
K	558	78.375	6,269.97	163,019
K	559	78.766	6,301.30	163,834
K	560	79.160	6,332.79	164,653
K	561	79.556	6,364.45	165,476
K	562	79.953	6,396.27	166,303
K	563	80.353	6,428.24	167,134
K	564	80.755	6,460.40	167,970
K	565	81.159	6,492.71	168,810
K	566	81.565	6,525.19	169,655
K	567	81.973	6,557.82	170,503
K	568	82.383	6,590.62	171,356
K	569	82.795	6,623.59	172,213
K	570	83.209	6,656.72	173,075
K	571	83.625	6,690.01	173,940
K	572	84.043	6,723.47	174,810
K	573	84.464	6,757.09	175,684
K	574	84.886	6,790.87	176,563
K	575	85.310	6,824.82	177,445
K	576	85.737	6,858.93	178,332
K	577	86.165	6,893.20	179,223
K	578	86.596	6,927.64	180,119
K	579	87.028	6,962.24	181,018
K	580	87.464	6,997.09	181,924
K	581	87.901	7,032.10	182,835
K	582	88.341	7,067.27	183,749
K	583	88.783	7,102.60	184,668
K	584	89.226	7,138.11	185,591
K	585	89.672	7,173.78	186,518
K	586	90.120	7,209.61	187,450
K	587	90.571	7,245.68	188,388
K	588	91.024	7,281.92	189,330
K	589	91.479	7,318.31	190,276
K	590	91.936	7,354.88	191,227
K	591	92.396	7,391.69	192,184
K	592	92.858	7,428.67	193,145
K	593	93.323	7,465.80	194,111

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	594	93.789	7,503.11	195,081
K	595	94.258	7,540.65	196,057
K	596	94.730	7,578.36	197,037
K	597	95.203	7,616.23	198,022
K	598	95.679	7,654.35	199,013
K	599	96.158	7,692.64	200,009
K	600	96.639	7,731.08	201,008
K	601	97.122	7,769.77	202,014
K	602	97.608	7,808.62	203,024
K	603	98.096	7,847.65	204,039
K	604	98.586	7,886.91	205,060
K	605	99.079	7,926.34	206,085
K	606	99.574	7,965.93	207,114
K	607	100.072	8,005.77	208,150
K	608	100.572	8,045.77	209,190
K	609	101.075	8,086.01	210,236
K	610	101.580	8,126.42	211,287
K	611	102.088	8,167.08	212,344
K	612	102.599	8,207.89	213,405
K	613	103.112	8,248.96	214,473
K	614	103.627	8,290.18	215,545
K	615	104.146	8,331.66	216,623
K	616	104.666	8,373.29	217,706
K	617	105.190	8,415.18	218,795
K	618	105.715	8,457.22	219,888
K	619	106.244	8,499.51	220,987
K	620	106.776	8,542.05	222,093
K	621	107.309	8,584.75	223,203
K	622	107.846	8,627.69	224,320
K	623	108.385	8,670.80	225,441
K	624	108.927	8,714.15	226,568
K	625	109.472	8,757.75	227,702
K	626	110.019	8,801.52	228,839
K	627	110.569	8,845.52	229,984
K	628	111.122	8,889.78	231,134
K	629	111.677	8,934.20	232,289
K	630	112.236	8,978.86	233,450
K	631	112.797	9,023.77	234,618

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	632	113.362	9,068.92	235,792
K	633	113.928	9,114.24	236,970
K	634	114.498	9,159.80	238,155
K	635	115.070	9,205.61	239,346
K	636	115.646	9,251.66	240,543
K	637	116.225	9,297.96	241,747
K	638	116.805	9,344.42	242,955
K	639	117.389	9,391.13	244,169
K	640	117.976	9,438.08	245,390
K	641	118.566	9,485.28	246,617
K	642	119.159	9,532.73	247,851
K	643	119.755	9,580.42	249,091
K	644	120.354	9,628.35	250,337
K	645	120.957	9,676.53	251,590
K	646	121.561	9,724.87	252,847
K	647	122.168	9,773.46	254,110
K	648	122.779	9,822.30	255,380
K	649	123.392	9,871.38	256,656
K	650	124.009	9,920.70	257,938
K	651	124.628	9,970.27	259,227
K	652	125.251	10,020.09	260,522
K	653	125.877	10,070.15	261,824
K	654	126.507	10,120.54	263,134
K	655	127.140	10,171.18	264,451
K	656	127.776	10,222.06	265,773
K	657	128.415	10,273.18	267,103
K	658	129.057	10,324.55	268,438
K	659	129.702	10,376.17	269,780
K	660	130.350	10,428.03	271,129
K	661	131.002	10,480.13	272,483
K	662	131.657	10,532.57	273,847
K	663	132.316	10,585.25	275,216
K	664	132.977	10,638.16	276,592
K	665	133.642	10,691.34	277,975
K	666	134.310	10,744.84	279,366
K	667	134.982	10,798.58	280,763
K	668	135.657	10,852.57	282,167
K	669	136.335	10,906.80	283,577

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	670	137.017	10,961.36	284,995
K	671	137.702	11,016.17	286,420
K	672	138.390	11,071.22	287,852
K	673	139.082	11,126.60	289,292
K	674	139.778	11,182.22	290,738
K	675	140.477	11,238.17	292,193
K	676	141.180	11,294.37	293,654
K	677	141.885	11,350.81	295,121
K	678	142.595	11,407.58	296,597
K	679	143.307	11,464.60	298,080
K	680	144.024	11,521.94	299,570
K	681	144.744	11,579.53	301,068
K	682	145.468	11,637.44	302,573
K	683	146.195	11,695.60	304,086
K	684	146.926	11,754.09	305,606
K	685	147.660	11,812.82	307,133
K	686	148.398	11,871.88	308,669
K	687	149.141	11,931.27	310,213
K	688	149.886	11,990.90	311,763
K	689	150.636	12,050.86	313,322
K	690	151.389	12,111.14	314,890
K	691	152.146	12,171.68	316,464
K	692	152.907	12,232.54	318,046
K	693	153.672	12,293.72	319,637
K	694	154.439	12,355.15	321,234
K	695	155.211	12,416.91	322,840
K	696	155.987	12,479.00	324,454
K	697	156.768	12,541.41	326,077
K	698	157.552	12,604.15	327,708
K	699	158.339	12,667.14	329,346
K	700	159.131	12,730.45	330,992
K	701	159.926	12,794.09	332,646
K	702	160.726	12,858.06	334,310
K	703	161.529	12,922.36	335,981
K	704	162.337	12,986.97	337,661
K	705	163.149	13,051.93	339,350
K	706	163.965	13,117.20	341,047
K	707	164.785	13,182.81	342,753

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	708	165.609	13,248.74	344,467
K	709	166.437	13,315.00	346,190
K	710	167.270	13,381.58	347,921
K	711	168.106	13,448.49	349,661
K	712	168.947	13,515.73	351,409
K	713	169.791	13,583.30	353,166
K	714	170.640	13,651.19	354,931
K	715	171.493	13,719.41	356,705
K	716	172.351	13,788.04	358,489
K	717	173.213	13,857.00	360,282
K	718	174.079	13,926.29	362,083
K	719	174.949	13,995.90	363,893
K	720	175.823	14,065.84	365,712
K	721	176.702	14,136.19	367,541
K	722	177.586	14,206.86	369,378
K	723	178.473	14,277.86	371,224
K	724	179.366	14,349.27	373,081
K	725	180.263	14,421.01	374,946
K	726	181.163	14,493.08	376,820
K	727	182.069	14,565.55	378,704
K	728	182.979	14,638.36	380,597
K	729	183.895	14,711.57	382,501
K	730	184.814	14,785.10	384,413
K	731	185.738	14,859.05	386,335
K	732	186.667	14,933.33	388,266
K	733	187.600	15,008.01	390,208
K	734	188.538	15,083.02	392,159
K	735	189.480	15,158.44	394,119
K	736	190.428	15,234.27	396,091
K	737	191.380	15,310.42	398,071
K	738	192.337	15,386.99	400,062
K	739	193.300	15,463.96	402,063
K	740	194.266	15,541.26	404,073
K	741	195.237	15,618.97	406,093
K	742	196.214	15,697.08	408,124
K	743	197.194	15,775.54	410,164
K	744	198.180	15,854.39	412,214
K	745	199.171	15,933.66	414,275

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	746	200.167	16,013.33	416,347
K	747	201.168	16,093.41	418,429
K	748	202.174	16,173.91	420,522
K	749	203.185	16,254.81	422,625
K	750	204.201	16,336.11	424,739
K	751	205.223	16,417.83	426,864
K	752	206.249	16,499.96	428,999
K	753	207.281	16,582.50	431,145
K	754	208.318	16,665.44	433,301
K	755	209.360	16,748.79	435,468
K	756	210.407	16,832.55	437,646
K	757	211.459	16,916.73	439,835
K	758	212.516	17,001.31	442,034
K	759	213.579	17,086.30	444,244
K	760	214.646	17,171.70	446,464
K	761	215.720	17,257.59	448,697
K	762	216.799	17,343.89	450,941
K	763	217.882	17,430.60	453,196
K	764	218.971	17,517.72	455,461
K	765	220.067	17,605.32	457,738
K	766	221.167	17,693.34	460,027
K	767	222.273	17,781.85	462,328
K	768	223.385	17,870.76	464,640
K	769	224.501	17,960.09	466,962
K	770	225.624	18,049.91	469,298
K	771	226.752	18,140.13	471,643
K	772	227.886	18,230.85	474,002
K	773	229.025	18,321.97	476,371
K	774	230.170	18,413.59	478,753
K	775	231.321	18,505.70	481,148
K	776	232.478	18,598.21	483,554
K	777	233.640	18,691.22	485,972
K	778	234.808	18,784.63	488,400
K	779	235.982	18,878.54	490,842
K	780	237.162	18,972.94	493,296
K	781	238.348	19,067.83	495,763
K	782	239.540	19,163.20	498,243
K	783	240.737	19,258.99	500,734

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**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
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STROGER HOSPITAL / CORE CENTER**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	784	241.941	19,355.27	503,237
K	785	243.151	19,452.04	505,753
K	786	244.366	19,549.30	508,282
K	787	245.588	19,647.05	510,823
K	788	246.816	19,745.29	513,378
K	789	248.050	19,844.03	515,945
K	790	249.291	19,943.25	518,524
K	791	250.537	20,042.96	521,117
K	792	251.790	20,143.17	523,722
K	793	253.048	20,243.86	526,340
K	794	254.313	20,345.05	528,971
K	795	255.585	20,446.81	531,617
K	796	256.863	20,549.06	534,276
K	797	258.148	20,651.80	536,947
K	798	259.438	20,755.03	539,631
K	799	260.735	20,858.84	542,330
K	800	262.039	20,963.13	545,041
K	801	263.349	21,067.91	547,766
K	802	264.666	21,173.28	550,505
K	803	265.989	21,279.12	553,257
K	804	267.319	21,385.55	556,024
K	805	268.656	21,492.46	558,804
K	806	269.999	21,599.94	561,599
K	807	271.349	21,707.92	564,406
K	808	272.706	21,816.47	567,228
K	809	274.070	21,925.59	570,065
K	810	275.440	22,035.20	572,915
K	811	276.817	22,145.39	575,780
K	812	278.202	22,256.14	578,660
K	813	279.592	22,367.39	581,552
K	814	280.990	22,479.21	584,460
K	815	282.395	22,591.61	587,382
K	816	283.807	22,704.57	590,319
K	817	285.226	22,818.11	593,271
K	818	286.653	22,932.22	596,238
K	819	288.086	23,046.90	599,220
K	820	289.527	23,162.16	602,216
K	821	290.975	23,277.99	605,228

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**SCHEDULE XXXIII  
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STROGER HOSPITAL / CORE CENTER**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	822	292.430	23,394.39	608,254
K	823	293.892	23,511.37	611,295
K	824	295.361	23,628.91	614,352
K	825	296.838	23,747.03	617,423
K	826	298.323	23,865.80	620,511
K	827	299.814	23,985.15	623,614
K	828	301.313	24,105.07	626,732
K	829	302.820	24,225.56	629,865
K	830	304.334	24,346.71	633,014

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**SCHEDULE XXXIII  
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STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	366	31.208	2,496.63	64,912.43
K	367	31.364	2,509.11	65,236.80
K	368	31.521	2,521.67	65,563.37
K	369	31.679	2,534.31	65,892.15
K	370	31.837	2,546.96	66,220.92
K	371	31.996	2,559.69	66,551.91
K	372	32.156	2,572.50	66,885.10
K	373	32.318	2,585.40	67,220.49
K	374	32.479	2,598.30	67,555.89
K	375	32.641	2,611.29	67,893.49
K	376	32.804	2,624.36	68,233.30
K	377	32.969	2,637.51	68,575.32
K	378	33.133	2,650.67	68,917.33
K	379	33.299	2,663.91	69,261.55
K	380	33.465	2,677.23	69,607.98
K	381	33.633	2,690.64	69,956.62
K	382	33.802	2,704.13	70,307.46
K	383	33.970	2,717.63	70,658.30
K	384	34.140	2,731.21	71,011.35
K	385	34.311	2,744.87	71,366.61
K	386	34.483	2,758.62	71,724.07
K	387	34.656	2,772.45	72,083.74
K	388	34.829	2,786.28	72,443.41
K	389	35.003	2,800.20	72,805.28
K	390	35.177	2,814.20	73,169.14
K	391	35.354	2,828.29	73,535.65
K	392	35.531	2,842.47	73,904.15
K	393	35.708	2,856.63	74,272.42
K	394	35.886	2,870.90	74,643.34
K	395	36.066	2,885.24	75,016.25
K	396	36.246	2,899.67	75,391.36
K	397	36.427	2,914.18	75,768.69
K	398	36.610	2,928.78	76,148.21
K	399	36.793	2,943.46	76,529.95
K	400	36.977	2,958.14	76,911.68
K	401	37.161	2,972.91	77,295.62
K	402	37.347	2,987.76	77,681.77
K	403	37.534	3,002.70	78,070.12

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	404	37.721	3,017.72	78,460.68
K	405	37.910	3,032.82	78,853.45
K	406	38.100	3,048.02	79,248.42
K	407	38.291	3,063.29	79,645.60
K	408	38.482	3,078.57	80,042.78
K	409	38.674	3,093.93	80,442.17
K	410	38.867	3,109.38	80,843.76
K	411	39.061	3,124.91	81,247.56
K	412	39.257	3,140.52	81,653.57
K	413	39.453	3,156.22	82,061.78
K	414	39.650	3,172.01	82,472.20
K	415	39.848	3,187.88	82,884.83
K	416	40.048	3,203.83	83,299.66
K	417	40.248	3,219.87	83,716.70
K	418	40.450	3,236.00	84,135.94
K	419	40.653	3,252.21	84,557.39
K	420	40.856	3,268.50	84,981.05
K	421	41.061	3,284.88	85,406.92
K	422	41.267	3,301.35	85,834.99
K	423	41.474	3,317.89	86,265.27
K	424	41.681	3,334.44	86,695.55
K	425	41.888	3,351.08	87,128.03
K	426	42.097	3,367.80	87,562.72
K	427	42.308	3,384.60	87,999.62
K	428	42.519	3,401.49	88,438.72
K	429	42.731	3,418.46	88,880.04
K	430	42.944	3,435.52	89,323.55
K	431	43.158	3,452.66	89,769.28
K	432	43.374	3,469.89	90,217.21
K	433	43.590	3,487.21	90,667.34
K	434	43.808	3,504.60	91,119.69
K	435	44.026	3,522.09	91,574.24
K	436	44.247	3,539.74	92,033.20
K	437	44.468	3,557.48	92,494.37
K	438	44.691	3,575.30	92,957.75
K	439	44.915	3,593.21	93,423.33
K	440	45.140	3,611.20	93,891.12
K	441	45.366	3,629.27	94,361.12

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	442	45.593	3,647.44	94,833.32
K	443	45.821	3,665.68	95,307.73
K	444	46.050	3,684.01	95,784.35
K	445	46.280	3,702.43	96,263.17
K	446	46.512	3,720.93	96,744.20
K	447	46.744	3,739.52	97,227.43
K	448	46.977	3,758.19	97,712.88
K	449	47.212	3,776.94	98,200.52
K	450	47.448	3,795.86	98,692.36
K	451	47.686	3,814.88	99,186.85
K	452	47.925	3,833.97	99,683.33
K	453	48.164	3,853.15	100,182.01
K	454	48.405	3,872.42	100,682.90
K	455	48.647	3,891.77	101,185.99
K	456	48.890	3,911.20	101,691.29
K	457	49.134	3,930.72	102,198.80
K	458	49.380	3,950.41	102,710.72
K	459	49.627	3,970.19	103,224.85
K	460	49.876	3,990.05	103,741.18
K	461	50.125	4,009.99	104,259.72
K	462	50.375	4,030.02	104,780.47
K	463	50.627	4,050.13	105,303.42
K	464	50.880	4,070.42	105,830.79
K	465	51.135	4,090.78	106,360.36
K	466	51.390	4,111.24	106,892.14
K	467	51.647	4,131.77	107,426.13
K	468	51.905	4,152.40	107,962.32
K	469	52.165	4,173.19	108,502.93
K	470	52.426	4,194.06	109,045.52
K	471	52.688	4,215.02	109,590.54
K	472	52.951	4,236.08	110,137.99
K	473	53.216	4,257.29	110,689.63
K	474	53.482	4,278.60	111,243.47
K	475	53.750	4,299.98	111,799.52
K	476	54.018	4,321.45	112,357.78
K	477	54.289	4,343.09	112,920.45
K	478	54.560	4,364.82	113,485.33
K	479	54.833	4,386.63	114,052.41

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	480	55.107	4,408.53	114,621.71
K	481	55.382	4,430.59	115,195.41
K	482	55.659	4,452.74	115,771.32
K	483	55.937	4,474.98	116,349.44
K	484	56.217	4,497.38	116,931.97
K	485	56.498	4,519.87	117,516.71
K	486	56.781	4,542.45	118,103.65
K	487	57.065	4,565.19	118,695.01
K	488	57.350	4,588.02	119,288.57
K	489	57.637	4,610.94	119,884.34
K	490	57.925	4,634.02	120,484.52
K	491	58.215	4,657.19	121,086.91
K	492	58.506	4,680.44	121,691.51
K	493	58.798	4,703.87	122,300.52
K	494	59.092	4,727.37	122,911.73
K	495	59.388	4,751.05	123,527.36
K	496	59.685	4,774.82	124,145.20
K	497	59.983	4,798.66	124,765.24
K	498	60.284	4,822.68	125,389.69
K	499	60.585	4,846.78	126,016.36
K	500	60.888	4,871.06	126,647.43
K	501	61.193	4,895.41	127,280.71
K	502	61.498	4,919.85	127,916.20
K	503	61.806	4,944.47	128,556.10
K	504	62.115	4,969.16	129,198.21
K	505	62.425	4,994.03	129,844.73
K	506	62.737	5,018.98	130,493.46
K	507	63.051	5,044.10	131,146.60
K	508	63.366	5,069.31	131,801.94
K	509	63.684	5,094.68	132,461.70
K	510	64.002	5,120.14	133,123.67
K	511	64.322	5,145.77	133,790.05
K	512	64.644	5,171.49	134,458.64
K	513	64.967	5,197.37	135,131.63
K	514	65.292	5,223.34	135,806.84
K	515	65.618	5,249.48	136,486.46
K	516	65.946	5,275.70	137,168.29
K	517	66.276	5,302.10	137,854.52

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**SCHEDULE XXXIII  
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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	518	66.607	5,328.58	138,542.97
K	519	66.940	5,355.22	139,235.83
K	520	67.276	5,382.04	139,933.10
K	521	67.612	5,408.95	140,632.58
K	522	67.950	5,436.02	141,336.47
K	523	68.290	5,463.18	142,042.57
K	524	68.631	5,490.49	142,752.86
K	525	68.974	5,517.92	143,465.79
K	526	69.319	5,545.50	144,182.92
K	527	69.666	5,573.25	144,904.47
K	528	70.014	5,601.09	145,628.22
K	529	70.364	5,629.09	146,356.38
K	530	70.716	5,657.27	147,088.96
K	531	71.069	5,685.53	147,823.74
K	532	71.424	5,713.96	148,562.94
K	533	71.782	5,742.56	149,306.54
K	534	72.141	5,771.24	150,052.36
K	535	72.501	5,800.10	150,802.59
K	536	72.864	5,829.12	151,557.23
K	537	73.228	5,858.23	152,314.08
K	538	73.594	5,887.51	153,075.34
K	539	73.962	5,916.96	153,841.01
K	540	74.332	5,946.58	154,611.10
K	541	74.704	5,976.28	155,383.40
K	542	75.077	6,006.16	156,160.10
K	543	75.453	6,036.20	156,941.22
K	544	75.830	6,066.41	157,726.76
K	545	76.209	6,096.70	158,514.28
K	546	76.590	6,127.18	159,306.65
K	547	76.973	6,157.82	160,103.22
K	548	77.358	6,188.62	160,904.20
K	549	77.745	6,219.60	161,709.59
K	550	78.133	6,250.66	162,517.19
K	551	78.524	6,281.89	163,329.20
K	552	78.916	6,313.29	164,145.63
K	553	79.311	6,344.86	164,966.46
K	554	79.708	6,376.60	165,791.72
K	555	80.106	6,408.51	166,621.38

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	556	80.507	6,440.59	167,455.46
K	557	80.909	6,472.76	168,291.74
K	558	81.314	6,505.09	169,132.44
K	559	81.720	6,537.60	169,977.55
K	560	82.128	6,570.27	170,827.07
K	561	82.539	6,603.12	171,681.01
K	562	82.952	6,636.13	172,539.36
K	563	83.366	6,669.30	173,401.90
K	564	83.783	6,702.67	174,269.30
K	565	84.202	6,736.19	175,140.89
K	566	84.624	6,769.88	176,016.89
K	567	85.047	6,803.74	176,897.31
K	568	85.472	6,837.77	177,781.92
K	569	85.900	6,871.98	178,671.38
K	570	86.329	6,906.35	179,565.03
K	571	86.761	6,940.89	180,463.10
K	572	87.195	6,975.60	181,365.58
K	573	87.631	7,010.48	182,272.48
K	574	88.069	7,045.53	183,183.78
K	575	88.509	7,080.75	184,099.50
K	576	88.952	7,116.14	185,019.64
K	577	89.396	7,151.70	185,944.18
K	578	89.843	7,187.43	186,873.14
K	579	90.292	7,223.33	187,806.52
K	580	90.744	7,259.48	188,746.51
K	581	91.198	7,295.80	189,690.91
K	582	91.654	7,332.30	190,639.73
K	583	92.112	7,368.95	191,592.74
K	584	92.572	7,405.79	192,550.61
K	585	93.035	7,442.79	193,512.67
K	586	93.500	7,479.97	194,479.14
K	587	93.967	7,517.39	195,452.23
K	588	94.437	7,554.99	196,429.73
K	589	94.909	7,592.75	197,411.43
K	590	95.384	7,630.69	198,397.98
K	591	95.861	7,668.88	199,390.93
K	592	96.341	7,707.24	200,388.29
K	593	96.822	7,745.77	201,390.07

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	594	97.306	7,784.47	202,396.26
K	595	97.793	7,823.43	203,409.07
K	596	98.282	7,862.55	204,426.29
K	597	98.773	7,901.84	205,447.92
K	598	99.267	7,941.39	206,476.18
K	599	99.764	7,981.11	207,508.85
K	600	100.262	8,021.00	208,545.93
K	601	100.764	8,061.14	209,589.63
K	602	101.268	8,101.44	210,637.52
K	603	101.774	8,141.93	211,690.27
K	604	102.283	8,182.67	212,749.41
K	605	102.795	8,223.58	213,812.97
K	606	103.308	8,264.65	214,880.95
K	607	103.825	8,305.98	215,955.54
K	608	104.344	8,347.48	217,034.54
K	609	104.865	8,389.24	218,120.17
K	610	105.390	8,431.16	219,210.21
K	611	105.917	8,473.34	220,306.86
K	612	106.446	8,515.68	221,407.71
K	613	106.979	8,558.29	222,515.63
K	614	107.513	8,601.07	223,627.73
K	615	108.051	8,644.09	224,746.45
K	616	108.591	8,687.29	225,869.59
K	617	109.134	8,730.74	226,999.35
K	618	109.680	8,774.37	228,133.51
K	619	110.228	8,818.24	229,274.30
K	620	110.780	8,862.37	230,421.71
K	621	111.333	8,906.67	231,573.53
K	622	111.890	8,951.23	232,731.98
K	623	112.449	8,995.96	233,894.83
K	624	113.012	9,040.93	235,064.30
K	625	113.577	9,086.17	236,240.40
K	626	114.145	9,131.57	237,420.90
K	627	114.715	9,177.23	238,608.03
K	628	115.289	9,223.15	239,801.78
K	629	115.865	9,269.23	240,999.94
K	630	116.445	9,315.57	242,204.72
K	631	117.027	9,362.16	243,416.11

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Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	632	117.613	9,409.01	244,634.13
K	633	118.200	9,456.02	245,856.56
K	634	118.791	9,503.29	247,085.62
K	635	119.385	9,550.82	248,321.29
K	636	119.982	9,598.60	249,563.58
K	637	120.583	9,646.63	250,812.49
K	638	121.185	9,694.84	252,065.81
K	639	121.791	9,743.30	253,325.75
K	640	122.400	9,792.01	254,592.32
K	641	123.012	9,840.98	255,865.50
K	642	123.628	9,890.20	257,145.30
K	643	124.246	9,939.68	258,431.72
K	644	124.868	9,989.41	259,724.76
K	645	125.493	10,039.40	261,024.42
K	646	126.119	10,089.56	262,328.50
K	647	126.750	10,139.97	263,639.19
K	648	127.383	10,190.63	264,956.50
K	649	128.019	10,241.56	266,280.44
K	650	128.659	10,292.73	267,610.99
K	651	129.302	10,344.16	268,948.16
K	652	129.948	10,395.84	270,291.95
K	653	130.597	10,447.78	271,642.37
K	654	131.251	10,500.06	273,001.60
K	655	131.907	10,552.59	274,367.46
K	656	132.567	10,605.38	275,739.94
K	657	133.230	10,658.42	277,119.04
K	658	133.897	10,711.72	278,504.75
K	659	134.566	10,765.27	279,897.09
K	660	135.238	10,819.08	281,296.04
K	661	135.914	10,873.14	282,701.62
K	662	136.594	10,927.54	284,116.02
K	663	137.277	10,982.19	285,537.04
K	664	137.964	11,037.09	286,964.46
K	665	138.653	11,092.27	288,398.95
K	666	139.347	11,147.77	289,842.03
K	667	140.044	11,203.53	291,291.74
K	668	140.744	11,259.54	292,748.06
K	669	141.448	11,315.81	294,211.01

Effective June 1, 2012

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	670	142.155	11,372.41	295,682.78
K	671	142.866	11,429.28	297,161.17
K	672	143.580	11,486.39	298,646.19
K	673	144.298	11,543.85	300,140.02
K	674	145.019	11,601.56	301,640.48
K	675	145.745	11,659.61	303,149.77
K	676	146.474	11,717.91	304,665.67
K	677	147.206	11,776.47	306,188.19
K	678	147.942	11,835.37	307,719.54
K	679	148.681	11,894.52	309,257.51
K	680	149.425	11,954.01	310,804.30
K	681	150.172	12,013.76	312,357.72
K	682	150.923	12,073.84	313,919.96
K	683	151.677	12,134.19	315,488.82
K	684	152.436	12,194.87	317,066.51
K	685	153.198	12,255.80	318,650.81
K	686	153.963	12,317.07	320,243.95
K	687	154.734	12,378.69	321,845.91
K	688	155.507	12,440.56	323,454.48
K	689	156.285	12,502.76	325,071.89
K	690	157.066	12,565.31	326,698.12
K	691	157.851	12,628.11	328,330.97
K	692	158.641	12,691.26	329,972.65
K	693	159.434	12,754.74	331,623.15
K	694	160.231	12,818.47	333,280.27
K	695	161.032	12,882.55	334,946.22
K	696	161.837	12,946.96	336,621.00
K	697	162.646	13,011.72	338,304.60
K	698	163.460	13,076.81	339,997.03
K	699	164.277	13,142.16	341,696.07
K	700	165.098	13,207.84	343,403.95
K	701	165.923	13,273.87	345,120.65
K	702	166.753	13,340.24	346,846.17
K	703	167.587	13,406.94	348,580.53
K	704	168.425	13,473.98	350,323.48
K	705	169.267	13,541.37	352,075.71
K	706	170.114	13,609.10	353,836.54
K	707	170.965	13,677.16	355,606.20

Effective June 1, 2012

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	708	171.820	13,745.56	357,384.68
K	709	172.679	13,814.31	359,171.99
K	710	173.542	13,883.39	360,968.13
K	711	174.410	13,952.81	362,773.09
K	712	175.282	14,022.57	364,586.88
K	713	176.158	14,092.67	366,409.49
K	714	177.039	14,163.11	368,240.93
K	715	177.924	14,233.89	370,081.20
K	716	178.814	14,305.10	371,932.50
K	717	179.708	14,376.64	373,792.62
K	718	180.607	14,448.52	375,661.58
K	719	181.509	14,520.74	377,539.35
K	720	182.416	14,593.31	379,425.96
K	721	183.329	14,666.29	381,323.60
K	722	184.245	14,739.62	383,230.06
K	723	185.166	14,813.28	385,145.35
K	724	186.092	14,887.37	387,071.67
K	725	187.023	14,961.80	389,006.82
K	726	187.957	15,036.57	390,950.80
K	727	188.897	15,111.75	392,905.58
K	728	189.841	15,187.29	394,869.64
K	729	190.791	15,263.25	396,844.50
K	730	191.744	15,339.55	398,828.20
K	731	192.703	15,416.27	400,822.92
K	732	193.667	15,493.33	402,826.47
K	733	194.635	15,570.81	404,841.06
K	734	195.608	15,648.63	406,864.47
K	735	196.586	15,726.88	408,898.91
K	736	197.569	15,805.55	410,944.39
K	737	198.557	15,884.57	412,998.69
K	738	199.550	15,964.00	415,064.03
K	739	200.548	16,043.86	417,140.40
K	740	201.551	16,124.06	419,225.59
K	741	202.559	16,204.69	421,321.82
K	742	203.572	16,285.73	423,428.86
K	743	204.589	16,367.12	425,545.16
K	744	205.612	16,448.93	427,672.28
K	745	206.640	16,531.17	429,810.44

Effective June 1, 2012

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	746	207.673	16,613.83	431,959.62
K	747	208.711	16,696.92	434,119.84
K	748	209.755	16,780.43	436,291.09
K	749	210.805	16,864.36	438,473.37
K	750	211.859	16,948.72	440,666.69
K	751	212.919	17,033.50	442,871.03
K	752	213.984	17,118.71	445,086.42
K	753	215.054	17,204.34	447,312.83
K	754	216.130	17,290.40	449,550.28
K	755	217.211	17,376.87	451,798.54
K	756	218.297	17,463.77	454,058.05
K	757	219.389	17,551.11	456,328.81
K	758	220.486	17,638.86	458,610.39
K	759	221.588	17,727.04	460,903.00
K	760	222.696	17,815.64	463,206.65
K	761	223.809	17,904.75	465,523.53
K	762	224.929	17,994.29	467,851.44
K	763	226.053	18,084.25	470,190.39
K	764	227.183	18,174.63	472,540.37
K	765	228.319	18,265.52	474,903.59
K	766	229.461	18,356.84	477,277.85
K	767	230.608	18,448.67	479,665.34
K	768	231.761	18,540.92	482,063.86
K	769	232.920	18,633.59	484,473.42
K	770	234.085	18,726.78	486,896.22
K	771	235.255	18,820.39	489,330.05
K	772	236.431	18,914.50	491,777.12
K	773	237.613	19,009.05	494,235.22
K	774	238.801	19,104.10	496,706.56
K	775	239.996	19,199.66	499,191.14
K	776	241.196	19,295.64	501,686.76
K	777	242.402	19,392.14	504,195.61
K	778	243.613	19,489.06	506,715.50
K	779	244.831	19,586.49	509,248.62
K	780	246.055	19,684.42	511,794.99
K	781	247.286	19,782.87	514,354.59
K	782	248.523	19,881.82	516,927.43
K	783	249.765	19,981.20	519,511.31

Effective June 1, 2012

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	784	251.014	20,081.09	522,108.42
K	785	252.269	20,181.49	524,718.78
K	786	253.530	20,282.40	527,342.37
K	787	254.798	20,383.82	529,979.21
K	788	256.072	20,485.74	532,629.28
K	789	257.352	20,588.18	535,292.59
K	790	258.639	20,691.12	537,969.14
K	791	259.932	20,794.57	540,658.93
K	792	261.232	20,898.54	543,361.96
K	793	262.538	21,003.01	546,078.23
K	794	263.850	21,107.99	548,807.74
K	795	265.170	21,213.57	551,552.69
K	796	266.496	21,319.65	554,310.89
K	797	267.828	21,426.24	557,082.32
K	798	269.167	21,533.35	559,866.99
K	799	270.513	21,641.04	562,667.11
K	800	271.866	21,749.25	565,480.47
K	801	273.224	21,857.96	568,306.85
K	802	274.591	21,967.27	571,149.11
K	803	275.964	22,077.09	574,004.39
K	804	277.344	22,187.50	576,875.12
K	805	278.730	22,298.43	579,759.09
K	806	280.124	22,409.94	582,658.50
K	807	281.525	22,521.97	585,571.15
K	808	282.932	22,634.59	588,499.25
K	809	284.347	22,747.80	591,442.80
K	810	285.769	22,861.52	594,399.58
K	811	287.198	22,975.84	597,371.81
K	812	288.634	23,090.75	600,359.48
K	813	290.077	23,206.17	603,360.40
K	814	291.527	23,322.18	606,376.76
K	815	292.985	23,438.79	609,408.57
K	816	294.450	23,555.99	612,455.82
K	817	295.922	23,673.79	615,518.52
K	818	297.402	23,792.18	618,596.66
K	819	298.890	23,911.16	621,690.25
K	820	300.384	24,030.74	624,799.29
K	821	301.886	24,150.91	627,923.77

Effective June 1, 2012

**SCHEDULE XXXIII  
BUREAU OF HUMAN RESOURCES  
SEIU LOCAL 20  
DOCTORS COUNCIL  
STROGER HOSPITAL**

Grade	Step	HOURLY	BI-WEEKLY	ANNUAL
K	822	303.396	24,271.68	631,063.70
K	823	304.913	24,393.04	634,219.07
K	824	306.437	24,515.00	637,389.89
K	825	307.969	24,637.54	640,576.16
K	826	309.510	24,760.77	643,780.07
K	827	311.057	24,884.59	646,999.44
K	828	312.613	25,009.01	650,234.25
K	829	314.175	25,134.02	653,484.50
K	830	315.746	25,259.71	656,752.41

**COOK COUNTY HEALTH PLAN DESIGN/APPENDIX C**

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

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

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

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

<b>OUTPATIENT SERVICES (MEDICAL &amp; SURGICAL cont'd)</b>			
<b>BENEFIT OVERVIEW</b>	<b>HMO</b>		<b>PPO</b>
	<b>Current Benefits through 11/30/07</b>	<b>Benefit Level Effective 12/1/07</b>	<b>Current Benefits (through 11/30/07) In Network / Out of Network</b>
			<b>Benefit Level Effective 12/1/07</b>
Physical, Speech and Occupational Therapy (60 visits Combined Annual Maximum)	100%	100%	In Network / Out of Network 90% / 60%*
Ambulance Services	100%	100%	80% / 80%*
Emergency Room Visits (life threatening illness or injury; waived if admitted as inpatient)	100%	100% after \$40 co-pay	100% after \$40 co-pay
Medically Necessary Dental Services (repair from accidental injury to sound natural teeth)	100%	100%	90% / 60%*
Home Health Care	100%	100%	90% / 60%*
Skilled Nursing Care (excl. custodial care)	100%	100%	90% / 60%*
Prosthetic Devices	100%	100%	90% / 60%*
Hospital (Semi-Private Room), including Maternity inpatient obstetrical care	100%	100% after \$100 co-pay per admission	90% / 60%*
Physician/Surgeon/Anesthesiologist Services	100%	100%	90% / 60%*
X-Ray / Diagnostic Services	100%	100%	90% / 60%*
Facility Charges	100%	100%	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
Generic (30 day supply at Retail)	\$5	\$7	\$5
Brand (30 day supply at Retail)	\$10	N/A	\$10
Formulary (30 day supply at Retail)	N/A	\$15 *	N/A
Non-Formulary (30 day supply at Retail)	N/A	\$25 *	N/A
Mail Order Co-Pays (90 day supply)	1 x Retail Co-pay	2 x Retail Co-pay	\$0
* 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

## 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 *
<b>Benefit Period Maximum</b>	\$1,500 per person, per year	
<b>Deductible</b>	\$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)
<b>Preventive (No Deductible)</b>	100% of Maximum Allowance	80% of Maximum Allowance *
<b>Primary Services (x-rays, space maintainers)</b>	80% of Maximum Allowance	60% of Maximum Allowance *
<b>Restorative Services:</b>		
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 *
<b>Emergency Services (Palliative Emergency Treatment)</b>	80% of Maximum Allowance	80% of Maximum Allowance *
<b>Endodontics</b>	80% of Maximum Allowance	
<b>Periodontics</b>	80% of Maximum Allowance	60% of Maximum Allowance *
<b>Oral Surgery</b>	80% of Maximum Allowance	60% of Maximum Allowance *
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 *
<b>Prosthetics</b>		
<b>Orthodontics</b>	50% of Maximum Allowance	50% of Maximum Allowance *
<b>Lifetime Maximum</b>	50% up to lifetime maximum \$1250	50% up to lifetime maximum* \$1250

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