

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TEAMSTERS LOCAL UNION NUMBER 743

REPRESENTING EMPLOYEES OF THE PSYCHOLOGY DIVISION

OF THE FORENSIC CLINICAL SERVICES DEPARTMENT AND

PSYCHOLOGISTS OF THE JUVENILE COURT CLINIC

AND

THE CHIEF JUDGE OF THE CIRCUIT COURT OF COOK COUNTY

Effective:

December 1, 2008 through November 30, 2012

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PREAMBLE

This collective bargaining agreement is entered into between the Chief Judge of the Circuit Court of Cook County as employer of the employees covered by this Agreement hereinafter referred to as the "Employer") and the Health Care, Professional, Technical, Office, Warehouse, and Mail Order Employees Union, Local 743, affiliated with the International Brotherhood of Teamsters (hereinafter referred to as "Union").

ARTICLE I RECOGNITION

SECTION 1. Representative Unit:

The Employer recognizes the Union as the sole and exclusive representative for all employees of the Employer in the job classification set forth in Appendix A of this Agreement and excluding all confidential employees, supervisors and managers.

SECTION 2. Union Membership:

The Employer does not object to Union membership by its employees, and believes that certain benefits may inure from such membership. For the purpose of this section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee required as a condition of membership. The Employer will grant the Union an opportunity during the orientation of new employees to present the benefits of Union membership, at which time the Union may give such employees a copy of this Agreement.

SECTION 3. Dues Checkoff:

The Employer agrees to deduct from the pay of those employees who individually sign a written authorization the following:

1. Union membership dues, initiation fee required as a condition of membership, or a representation fee.

2. D.R.I.V.E.

The Employer will recognize a lawful, voluntary authorization for the D.R.I.V.E. deduction from wages, to be transmitted to the Local Union or to such other organization as the Local Union may lawfully designate. The D.R.I.V.E. deduction shall be made once annually.

The request for deductions shall be on a form agreed to by the parties.

No such authorization shall be recognized if in violation of State or Federal Law. No deduction shall be made that is prohibited by applicable law.

SECTION 4. "Fair Share":

- A. The Union, having demonstrated that more than 50% of the eligible employees in the bargaining unit signed up as dues paying members, the County agrees to grant "Fair Share" to the Union in accordance with Sections 6(e) - (g) of the Illinois Public Labor Relations Act during the term of this Agreement. All employees covered by this Agreement will within 30 days of the Union meeting said condition or within 30 days of their employment by the Chief Judge either (1) become members of the Union and pay to the union regular Union dues and fees or (2) will pay to the union each month their fair share of the union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.
- B. Such fair share payment by non-members shall be deducted by the Employer from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the Employer the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.
- C. Upon receipt of such certification, the Employer shall cooperate with the Union to ascertain the names and addresses of all employee non-members of the union from whose earnings the fair share payments shall be deducted, and their work locations.
- D. Thirty days prior to any fair share deductions being made, the union shall post a notice at all offices where non-members are employed, providing the following information:
 - 1. When fair share deductions will begin;
 - 2. The percentage of dues that will be deducted as the fair share;
 - 3. An explanation of how the percentage of fair share dues was calculated;
 - 4. A statement as to how a non-member may obtain further information about how the fair share percentage was calculated.
- E. Objections to the amount of fair share deductions shall be resolved by a neutral arbitrator jointly selected by the objectors and the Union. The arbitrator's fee and expenses shall be paid by the Union.

- F. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the union shall deposit the fees in dispute in an escrow account according to any applicable rules promulgated by the Illinois State Labor Relations Board. If no such rules have promulgated, the union shall deposit in an escrow account, separate from all other Union funds, the amount fees being collected from nonunion employees which are fees in dispute. If the union escrows less than the full amount of fees in dispute, it must justify the limited escrow on the basis of an independent audit, and the escrow figure must be independently verified. The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide that the escrow accounts be interest bearing at the highest possible rate; that the escrowed funds be outside 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 mutually acceptable settlement between the Union and an objector or group of objectors.
- G. 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 Employer to change deductions from the earnings of non-members to said prescribed amount.
- H. It is understood that if the union procedure for handling fair share objectors has been subjected to review by the Illinois State Labor Relations Board and found valid under Federal and State law, that procedure shall be followed by objecting employees.

SECTION 5. Religious Exemption:

Employees who are members of a church or religious body having a bona fide religious tenet or teaching which prohibits the payment of a fair share contribution to a union shall be required to pay an amount equal to their fair share of Union dues, as described in Section 4, to a non-religious charitable organization mutually agreed upon by the union and the affected employees as set forth in Section 6(g) of the Illinois Public Relations Act. The employee will be required to furnish written receipt to the Union on a quarterly basis verifying that such payment has been made.

SECTION 6. Indemnification:

The Union shall indemnify and save the Employer 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 Employer for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

ARTICLE II EMPLOYER AUTHORITY

SECTION 1. Employer Rights:

The Employer, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself without limitation all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Illinois and of the United States, any resolution passed by the County elected officials, and any rules and regulations of the Court, except that such rights may not be exercised in a manner inconsistent with the provisions of this contract. The Union recognizes that the Employer has the full authority and responsibility for directing its operations and determining its policy. Further, all rights which ordinarily vest in and are exercised by employers are reserved to and remain vested in the Employer, including but without limiting the generality of the foregoing the rights (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, equipment to be used, and the discontinuance of any services, material or methods of operation; (b) to introduce new equipment, methods, or processes, change or eliminate existing equipment, and institute technological changes and where practicable to train existing employees on new equipment, and, to decide on materials, supplies, and equipment to be purchased; (c) to determine the number, location and type of facilities and installations; (d) to determine the size of the work force and increase or decrease its size; (e) to hire, assign and lay off employees, to reduce the work week or the work day or effect reductions in hours worked by combining lay-offs and reductions in work week or work day; (f) to direct the work force, assign work and determine the number of employees assigned to operations; (g) to establish, change, combine or discontinue job classifications, and to establish wage rates for any new or changed classifications, except that the employer shall bargain with the union over wages for any new job classifications that will become a part of the bargaining unit; (h) to establish and/or revise performance standards or norms; (i) to determine lunch and rest periods, the starting and quitting time and the number of hours to be worked; (j) to establish work schedules; (k) to adopt, revise and enforce work rules and general requirements; (l) to transfer employees; to promote and demote employees, based on merit principles, from one classification or department to another; (m) to select employees for promotion or transfer to other positions, and to determine the qualifications and competency of employees to perform available work, except as amended, changed or modified by this agreement.

SECTION 2. Employee Obligation:

Employees shall conduct themselves in accordance with the Ethical Principles of Psychologists and Code of Conduct, of the American Psychological Association, 1992,

referenced in the Employer's policies and procedures, which are established to promote the integrity of the Forensic Clinical Services Department and the judiciary.

SECTION 3. Ethical Standards:

The Employer acknowledges that the psychologists have an obligation to adhere to the Ethical Principles of Psychologists and Code of Conduct, 1992, and the Guidelines of Practice, 1987, of the American Psychological Association.

**ARTICLE III
HOURS OF WORK**

SECTION 1. Regular Work Day:

The regular work day for a full time employee shall be eight (8) hours each day, including an hour lunch break which is not considered a working hour.

Psychologists may work one of the following shifts:

8:00 A.M. - 4:00 P.M.

8:30 A.M. - 4:30 P.M.

9:00 A.M. - 5:00 P.M.

Psychologists may also work two other shifts subject to the following limitations. A maximum of one psychologist at each location may work these shifts, with approval based on operational needs. Approval shall not be unreasonably denied. If more than one psychologist applies for the additional shifts, the psychologists with more seniority shall be given preference.

7:30 A.M. - 3:30 P.M.

9:30 A.M. - 5:30 P.M.

Psychologists shall inform their supervisors of their schedule preference. The supervisors shall approve schedules monthly based on operational needs. Approval shall not be unreasonably denied.

SECTION 2. Compensatory Time:

- A. Compensatory time will be granted to employees at the rate of one hour of compensatory time earned for every hour of overtime worked between 35 and 40 hours. Compensatory time will be granted to employees at the rate of one

and one-half hours compensatory time earned for every hour of overtime work over 40 hours in a work week.

- B. Utilization: Employees are entitled to combine use of any accrued benefit time except for sick leave. Employees are entitled to use accrued compensatory days consecutively.

ARTICLE IV VACATIONS

SECTION 1. Vacation Leaves:

- A. All bargaining unit employees who have completed one year of service with the Employer, including service mentioned in paragraph E of this section, shall be granted vacation leave with pay for periods as follows:

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

- B. Computation of vacation leave shall begin at the initial date of employment at 3.08 hours per pay period, with the rate of accrual increasing thereafter on the sixth (6th) anniversary to 4.62 hours per pay period and on the fourteenth (14th) anniversary to 6.16 hours per pay period.. A pay period is one in which an employee is in pay status for 80 hours in a pay period of two weeks.
- C. All individuals employed on a part time work schedule of twenty (20) hours per week or more shall be granted vacation leave with pay proportionate to the time worked per month.
- D. Employees may use only such vacation leave as has been earned and accrued.
- E. Any employee of the County of Cook who has rendered continuous service to the City of Chicago, the Chicago Park District, the Forest Preserve District, the Metropolitan Sanitary District of Greater Chicago and/or the Chicago Board of Education shall have the right to have the period of such service credited and counted for the purpose of computing the number of

years of service as employees of the County for vacation credit only. All discharges and resignations not followed by reinstatement within one (1) year shall interrupt continuous service, and shall result in the loss of all prior service credit. Credit for such prior service shall be established by filing, in the Office of the Comptroller of Cook County, a certificate of such prior service from such former place or places of employment.

- F. In the event an employee has not taken vacation leave as provided by reason of separation from service, the employee, or in the event of death, the employee's spouse or estate, shall be entitled to receive the employee's prevailing salary for such unused vacation periods.
- G. In computing years of service for vacation leave employees shall be credited with regular working time plus the time of duty disability.
- H. Any Cook County employee who is a re-employed veteran shall be entitled to be credited with working time for each of the years absent due to Military service. The veteran's years of service for purposes of accrual of vacation time in the year of return to employment with Cook County, shall be the same as if employment had continued without interruption by Military Service.
- I. Holidays recognized by the Employer are not to be counted as part of a vacation.

SECTION 2. Vacation Preference and Scheduling:

A. Subject to operational needs, vacations will be granted among employees on a first requested-first granted basis. Where two or more employees in the same department performing the same job request vacation on the same day for the same calendar period and all employees cannot be released at the same time, then the vacation requests shall be granted in order of the employees' seniority.

B. Requests for vacation time shall be made in the following manner:

<u>Amount of Vacation Leave</u>	<u>Request Notice Period</u>
1 - 3 days	3 days
More than 3 days	5 days

It is understood that circumstances may arise in which an employee is unable to meet the request time requirement. In these situations, employees may be allowed the use of vacation days at the employer's sole discretion. Such approval will not be unreasonably withheld.

ARTICLE V WELFARE BENEFITS

SECTION 1. Health Insurance:

- A. The County agrees to maintain the current level of employee and dependent health benefits in accordance with Appendix C.
- B. Employees who have elected to enroll in the County's PPO health benefit plan shall contribute in aggregate, by off set against wages, an amount equal to one and one-half percent (1½%) of their base salary as a contribution toward premiums. Effective 12/01/2000, employees who have elected to enroll in the County's HMO health benefits plan shall contribute in aggregate, by off-set against wages, an amount equal to one-half percent (½%) of their base salary as a contribution towards premiums with a maximum contribution of \$8.00 per pay period. All rules and procedures governing the calculation and collection of such contributions shall be established by the County's Department of Risk Management, after consultation with Teamsters Local 743. All employee contributions for Health Insurance shall be made on a pre-tax basis.
- C. Effective February 1, 2003, there will be a \$3 office co-pay.

Effective February 1, 2003, there will be co-pay of \$5.00 for generic drugs and \$10.00 for brand name drugs.

SECTION 2. Life Insurance:

All employees shall be provided with life insurance in an amount equal to the employee's annual salary (rounded to the next \$1,000.00), at no cost to the employee, with the option to purchase additional insurance up to a maximum of the employee's annual salary. No life insurance shall be offered through the County's HMO Plans.

SECTION 3. Dental Plan:

All employees shall be eligible to participate, at no cost to them, in the dental plan in accordance Appendix A. No dental coverage shall be offered through the County's HMO plans.

SECTION 4. Vision Plan:

All employees shall be eligible to participate, at no cost to them, in the vision plan in accordance with Appendix A. No vision coverage shall be offered through the County's HMO plan.

SECTION 5. Insurance Opt-Out:

Effective the first full pay period after 12/1 of each fiscal year, the Employer agrees to pay \$800.00/year to eligible employees who opt-out of the Employer's health benefit program. Prior to opting-out of such program, the employee must demonstrate to the Employer's satisfaction that he/she has alternative health care coverage. Any employee electing to opt-out of the Employer health benefit program may request that in lieu of a bi-weekly payment to the employee, this amount can be credited to a medical flexible spending account. Eligible employees and their eligible dependents who lose their alternative health care coverage shall, upon written request, immediately be enrolled in or reinstated to the Employer's health benefit program with no exclusions or penalties based upon pre-existing conditions. When such employees are reinstated they shall no longer be entitled to any benefits of the opt-out program.

SECTION 6. Sick Leave:

- A. All monthly salaried employees, other than seasonal employees, shall be granted sick leave with pay at the rate of 3.70 hours per pay period (not to exceed 12 days annually). Accrued sick leave will carry over if employees change offices or Departments within the County as long as there is no break in service longer than thirty (30) days.
- B. Sick leave may be accumulated to equal, but at no time to exceed one hundred seventy-five (175) working days, at the rate of twelve (12) working days per year. Records of sick leave credit and use shall be maintained by each office, department or institution. Severance of employment terminates all rights for the compensation hereunder. Amount of leave accumulated at the time when any sick leave begins shall be available in full, an additional leave shall continue to accrue while an employee is using that already accumulated.
- C. Sick leave may be used for illness, disability incidental to pregnancy, or non-job related injury to the employee; appointments with physicians, dentists, or other recognized practitioners; or for serious illness, disability, or injury of a member of the immediate family or household of the employee. After five (5) consecutive work days of absence due to illness, employees shall submit to the department

head a doctor's certificate as proof of illness if so requested. Accordingly, sick leave shall not be used as additional vacation leave.

- D. An employee who has been off duty for five (5) consecutive days or more for any health reason may be required to undergo examination by the Employer's physician before returning to work. For health related absences of less than five (5) consecutive days, a doctor's statement of proof of illness will not be required except in individual instances where the Employer has sufficient reason to suspect that the individual did not have a valid health reason for the absence. If indicated by the nature of a health related absence, examination by the Employer's physician may be required to make sure that the employee is physically fit for return to work.
- E. If, in the opinion of the Employer, the health of an employee warrants prolonged absence from duty, the employee will be permitted to combine his/her vacation, sick leave and personal days.
- F. The employee may apply for disability under the rules and regulations established by the Retirement Board.

SECTION 7. Disability Benefits:

Employees injured or sustaining occupational disease on duty, who are off work as result thereof shall be paid Total Temporary Disability Benefits pursuant to the Workers' Compensation Act. Duty Disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Disability benefits will be reduced by any Worker's Compensation Benefits received. Duty disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing work duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury, and begin the day after the date the salary stops. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary while disabled. Employees are eligible for 3 months of disability pay for each full year of service. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and Employer otherwise agree. The employee will not be required to use sick time and/or vacation pay credits unless the employee and Employer otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. All of the provisions of this Section are subject to change in conjunction with changes in State laws.

SECTION 8. Pension Plan:

Pension benefits are employees covered by this Agreement shall be as mandated under Chapter 108/5 of the Illinois Compiled Statutes.

**ARTICLE VI
SENIORITY**

SECTION 1. Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be six (6) months after the initial date of hire. A probationary employee shall have no seniority and may be terminated at any time during the probationary period for any lawful reason and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of his/her most recent hire.

SECTION 2. Definition of Seniority:

For the purpose of this Article, seniority is defined as an employee's length of most recent continuous employment with the employer since his/her last hiring date as a full-time employee or part-time employee working 20 hours or more, less any time off for a period exceeding 30 days. For employees hired prior to the creation of the Forensic Clinical Services, seniority will be computed beginning with their most recent hiring date with either the Psychiatric Institute, or with the Department of Clinical Services of the Juvenile Court of Cook County.

SECTION 3. Layoff and Recall:

Should the Employer determine that it is necessary to decrease the number of psychologists at Forensic Clinical Services, the employees to be laid off shall be determined on the basis of inverse order of seniority within their respective division. Employees shall be recalled in order of seniority within their respective division.

SECTION 4. Termination of Seniority:

- A. An employee's seniority and employment relationship with the Employer shall terminate upon the occurrence of one of the following:
1. Resignation or retirement;
 2. Discharge for just cause.

B. Termination is immediate and implied upon the occurrence of one of the following:

1. absence for three (3) consecutive work days without notification to the department head or a designee during such period of the reason for the absence, unless the employee has an explanation acceptable to the Employer for not furnishing such notification;
2. failure to report to work at the termination of leave of absence or vacation, unless the employee has an explanation acceptable to the employer for such failure to report for work;
3. absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees, except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;
4. failure to report for work upon recall from layoff within ten (10) work days after notice to report for work is sent by registered or certified mail or by telegram, to the Employee's last address on file with the Personnel Department of the Employer;
5. engaging in gainful employment while on an authorized leave of absence. This does not apply to secondary employment, or to employment undertaken as part of an educational, professional or Union leave of absence.

SECTION 5. Transfer of Stewards:

Employees acting as Union Stewards shall not be transferred from their job classifications or departments because of their activities on behalf of the Union. Any transfers of Union Stewards from their job classifications or departments, other than in an emergency, will be accomplished upon notification to the Union in advance of any such transfers.

SECTION 6. Seniority List:

As soon as possible the Employer will furnish the Union a list showing the name, number, address, classification and last hiring date of each employee, and whether the employee is entitled to seniority or not. The employer shall post a similar list without employee addresses. Within thirty (30) calendar days after the date of posting, an employee

must notify the Employer of any error in his/her hiring date as it appears on that list or it will be considered correct and binding on the employee and Union for that period of time. The Employer will furnish the Union monthly reports of any changes to such list, and shall furnish a revised list on December 1st and again the 1st of each month.

ARTICLE VII ADDITIONAL BENEFITS

SECTION 1. Bereavement Leave:

- A. Excused leave with pay will be granted, up to three (3) days to an employee for the funeral of a member of the employee's immediate family or household. Immediate family includes mother, father, and/or an individual who acted as a parent, with day-to-day responsibilities and provided financial support, when the employee was a child; husband/wife, child including step children and foster children, brothers/sisters, grandchildren, grandparents, spouse's parents and siblings, and legal guardian.
- B. Leave requested to attend the funeral or someone other than a member of an employee's immediate family or household may be granted, but time so used shall be deducted from the accumulated vacation or personal leave of the employee making the request.

SECTION 2. Parental Leave:

Employees shall be granted parental leaves of absence due to the birth or adoption of a child. The length of such leave shall not exceed six (6) months inclusive of twelve (12) of Family Medical Leave Act (FMLA) leave. Except when notice is impossible (i.e. adoption situations), employees will notify the Employer of the length of their leave and their expected date of return within thirty (30) days of his/her expected date of commencement of leave. If an employee desires to request an extension of said leave, the employee shall make said request to the Department Director no later than fourteen (14) days prior to their original return date unless an emergency arises which prevents the request for extension of leave within the stated time.

SECTION 3. Personal Days:

All employees, except those in per diem status, shall be permitted four (4) days off with pay each fiscal year. Employees shall accrue personal days at the rate of 1.23 hours per pay period. Employees may be permitted these four (4) days off with pay for personal leave for such occurrences as observance of a religious holiday or for other personal reasons. Such personal days shall not be used in increments of less than one-half (1/2) day at a time. If the

health of an employee warrants prolonged absence from duty, the employee will be permitted to combine personal days, sick leave, and vacation leave. Two (2) personal days may be used for observance of religious holidays prior to accrual, to be paid back at the rate of future accrual.

Personal days may not be used consecutively unless approved by the Department Director/designee. Employees must complete and submit the designated appropriate form for approval of personal day use to their supervisor no less than two (2) working days prior to use, unless an emergency situation arises which prevents such request. Severance of employment shall terminate all rights to accrued personal days.

SECTION 4. Jury Duty:

Approval will be granted for leave with pay for employees summoned for any jury duty. However, any compensation, less the travel allowance, must be turned over to the timekeeper.

SECTION 5. Professional Days:

Psychologists will each be permitted to utilize six (6) days per year as professional days. Professional days are paid days away from the work place regarding the following work related activities: seminars, training, making a professional presentation, or testing. Additional professional days may be approved by submitting a written request to the Department Director.

ARTICLE VIII FILLING OF VACANCIES

SECTION 1. Hiring:

Any licensed position shall be filled by licensed psychologists.

SECTION 2. Training:

The employer will allow up to two months for on-the-job training for new psychologists hired at each site before requiring them to complete forensic examinations. If more experienced psychologists are to be responsible for training and supervising them, this will only be done with appropriate alterations in their work load.

ARTICLE IX HOLIDAYS

SECTION 1. Designation of Holidays:

- A. Except in emergency and for necessary operations, all employees in the bargaining unit are entitled to a holiday on each occasion that the Circuit Court of Cook County is closed for a court holiday. Should a certain holiday fall on Saturday, the preceding Friday shall be set as the holiday; should a certain holiday fall on a Sunday, the following Monday shall be set as the holiday.
- B. In addition to the above, any other day or part of a day shall be considered a holiday when so designated by the Chief Judge.
- C. If the number of holidays is reduced from 13 holidays per year during the contract period, the Employer agrees to meet with the Union to bargain over impact issues relative to that reduction.

SECTION 2. Holiday in Vacations:

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

SECTION 3. Work on a Holiday:

Employees will be allowed to work on holidays based on operational needs subject to prior supervisory approval. For each holiday worked, the employee will receive another day off in accordance with the request requirements for vacation leave.

SECTION 4. Floating Holiday:

In addition to the holidays listed, employees shall be credited with one (1) floating holiday on December 1 of each year of the contact period. This floating holiday, to be used within the fiscal year, will be scheduled in accordance with the procedure for vacation selection as set forth in the "Vacation" article of the agreement. It is understood that circumstances may arise in which an employee is unable to meet the request time requirement. In these situations, employees may be allowed the use of the floating holiday in the employer's sole discretion. Such approval will not be unreasonably withheld. If an employee is required to work on a scheduled floating holiday by the employer, the employee will be compensated at the rate of time and one-half in compensatory time.

**ARTICLE X
LEAVES OF ABSENCE**

SECTION 1. Regular Leave:

An employee may be granted a leave of absence without pay by the Department Director or designee. Such leave shall be limited to one (1) month for every full year of continuous employment by the County, not to exceed one (1) year, except for military service. An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Director or designee. If approved by the Department Director the application will then be forwarded to the Cook County Comptroller. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted. Absence from County service on leave without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days by less than one (1) year, all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date.

SECTION 2. Seniority on Leave:

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

SECTION 3. Retention of Benefits:

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

SECTION 4. Union Leave:

A leave of absence not to exceed one year without pay, will be granted at the discretion of the Department Director based on operational needs, to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such leave may be extended by mutual agreement. Employees duly elected as delegates of the Union will be allowed time off, without pay, to attend State and National conferences and conventions of the Union, not to exceed ten (10) work days for all employees for the entire year. Employee benefits will be provided as set forth in the Retention of Benefits section of this Article.

SECTION 5. Military Leave:

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

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

SECTION 6. Veterans' Conventions:

Any employee who is a delegate or alternate delegate to a National or State convention of a recognized veterans' organization may request a leave of absence for the purpose of attending said convention, providing, however that any employee requesting a leave of absence with pay must meet the following conditions:

1. The employee must be a delegate or alternate delegate to the convention as established in the by-laws of the organization.
2. They must register with the credentials committees at the convention headquarters.
3. Their name must appear on the official delegate alternate rolls that are filed at the State headquarters of their organization at the close of the convention.
4. They must have attended no other convention, with a leave of absence with pay, during the fiscal year.

5. The employee must produce, upon returning from the convention, a registration card signed by a proper official of the convention, indicating attendance.

SECTION 7. Family Responsibility Leave:

An employee who has at least two (2) years of service and has a need to be absent from work to meet family responsibilities arising from the employee's role in his/her family or household may, upon request and for good cause shown, be granted a leave of absence for a period not to exceed a total of six (6) months (increasing up to one (1) year for those employees who have accrued personal leave entitling them to more time under current County policy) without pay. Insurance coverage shall be maintained only in accordance with FMLA leave, i.e., up to twelve (12) weeks and meeting FMLA standards.

SECTION 8. Education Leave:

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

SECTION 9. Professional Leave:

Upon request, a leave of absence of up to one (1) year may be granted to a full-time employee with at least two years of county service, for professional reasons. Such leaves shall include, but not be limited to, professional activities such as holding office with a professional organization, such as the American Psychological Association, or serving as a guest lecturer at a college or university.

SECTION 10. Use of Benefit Time:

Except where required by law, employees shall not be required to use accumulated time prior to going on unpaid leave.

SECTION 11. Election Day:

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

SECTION 12. Change of Anniversary Date:

Absence from County service on leave of any kind without pay for periods in excess of thirty (30) calendar days, all suspensions, time after layoffs for more than thirty (30) calendar days by less than one (1) year, all absences without leave shall be deducted in computing total continuous service and will effect a change in the anniversary date.

**ARTICLE XI
DISCIPLINARY PROCEDURE**

SECTION 1. Use of Discipline:

The Employer has the right to discipline employees. The Employer may only impose the types of discipline listed in Section 2 of this Article. Although discipline shall normally be progressive and corrective, the Employer need not apply these type of discipline in sequence, but rather base the type of discipline to fit the severity of the offense and/or infraction involved . The Employer may only discipline an employee for just cause.

SECTION 2. Types of Discipline:

A. The Employer may only impose the following types of discipline:

1. Verbal Reprimand;
2. Written Reprimand;
3. Suspension;
4. Discharge.

B. An Employee shall not be demoted for disciplinary reasons.

C. Discipline shall be imposed in a timely manner.

SECTION 3. Investigatory Meeting:

The Employer may, but is not required to, conduct an investigatory meeting with the employee who is the subject of the investigation. If an investigatory meeting is conducted, any employee who is the subject of the investigation or reasonably believes that he/she may receive disciplinary action as a result of such meeting, shall be entitled to Union representation upon request. The Employer shall notify the Union as well as the Employee of such meeting.

SECTION 4. Pre-disciplinary Meeting:

- A. Purpose: Prior to the imposition of suspension or discharge, the Department Head shall convene a pre-disciplinary meeting. The Department Head/designee shall meet with the employee to discuss the circumstances giving rise to the contemplated discipline. The Department Head/designee, after presenting all known evidence and reasons for disciplinary action, will afford the employee an opportunity to rebut any evidence or charges against him/her.
- B. Representation: The employee is entitled to have a Union representative present at the pre-disciplinary meeting if the employee so requests. If the employee does not request Union representation, a Union representative shall nevertheless be allowed to be present as a non-active participant.
- C. Extensions: Reasonable requests for extensions of time for rebuttal purposes may be allowed by the Department Head/Designee.
- D. Notices: The Department Head/Designee will notify the employee of the date of the Pre-Disciplinary meeting. Not less than 2 working days prior to the meeting date, the Department Head/Designee will provide the employee and the Union with the date, time and location of the meeting, the reason(s) for the contemplated disciplinary action, and the name of relevant witnesses and copies of pertinent documents.

SECTION 5. Verbal and Written Reprimands:

In cases of verbal and written reprimands, the Department Head/Designee must inform the employee that he/she is receiving a verbal or written reprimand and provide the employee with the reasons for such discipline. An employee shall have the right to Union representation at the issuance of written reprimand. The employee shall be given the names of witnesses and copies of pertinent documents. A copy of the verbal or the written reprimand itself shall be placed in the employee's personnel file and shall only be removed in accordance with Section 7 of this Article.

SECTION 6. Notification of Disciplinary Action:

In the event that disciplinary action is imposed, the Employer shall promptly furnish the employee and Union a clear and concise statement describing the discipline and the reasons for such discipline. Once discipline is imposed it shall not be increased.

SECTION 7. Removal of Discipline:

- A. Verbal Reprimands: Oral reprimands will be purged from an employee's record if the employee is free from same or similar offense for twelve (12) consecutive months.
- B. Written Reprimands: Written reprimands will be purged from an employee's record if the employee is free from same or similar offense for twenty-four (24) consecutive months.

SECTION 8. Temporary Suspension:

When the Employer believes that presence of an employee is dangerous or may result in the disruption of operations or when the employee's alleged actions may result in a violation of the Ethical Principles of Psychologists and Code of Conduct of the American Psychological Association and/or criminal charges are filed and pending against an employee, that employee may be placed on temporary suspension. Temporary suspension shall only last up to forty-five (45) calendar days for actions not involving criminal charges. Where criminal charges are pending against the employee, temporary suspension will last until resolution of the criminal charges or for the period of time in which the Employer conducts a reasonable investigation and determination of the matter.

The first 14 calendar days of temporary suspension shall be without pay and an employee may use accrued vacation, personal and compensatory time after the first 14 days of temporary suspension has elapsed.

If no disciplinary action is issued by the Employer, the employee shall be reinstated, reimbursed for lost salary and accrued leave and the record of the temporary suspension shall be removed from the personnel file. If the length of the temporary suspension exceeds the disciplinary action given, the employee shall be reimbursed for the difference in salary and accrued leave.

If the employee is placed on temporary suspension exceeding 45 days, that employee may file a grievance for the sole purpose of determining whether temporary suspension is reasonable.

Resolution of this grievance shall not waive an employee's right to grieve any discipline ultimately issued.

ARTICLE XII GRIEVANCE PROCEDURE

SECTION 1. Policy:

All employees shall have the right to file a grievance and are assured freedom from coercion, restraint or reprisal by either the Union or the Employer.

SECTION 2. Definition:

A grievance is a difference between the Union or a bargaining unit member and the Employer with respect to the interpretation or application of, or compliance with, the agreed upon provisions of the Agreement or disciplinary action taken by the Employer. The Union will send copies of grievances appealed or submitted at Steps Two and Three to the Chief Judge or his designee.

SECTION 3. Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. All employees involved in a grievance must be named by Step Three. Employees may take up grievances through Steps One to Three either on their own and individually or with representation by the Union. If any employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Agreement and the Union representative shall have the right to be present at such resolution. Where applicable and by mutual agreement, grievances may be initiated at Step Two or Three.

A grievance relating to all or substantial number of employees or to the Union's own interest or rights with the Employer, may be initiated at Step Two or Three by mutual agreement.

SECTION 4. Meetings:

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

SECTION 5. Grievance Procedure Steps:

The steps and time limits for the Grievance Procedure are as follows:

SUBMISSION TIME		TO WHOM SUBMITTED	TIME LIMITS	
Step	Limit this Step (calendar days)		MEETING	RESPONSE
1	21 days	Director of Psychology/Designee	5 days	5 days
2	10 days	Dept. Director/ Designee	5 days	5 days
3	20 days	Chief Judge Designee	10 days	20 days
4	30 days	Impartial Third Party	30 days	30 days

SECTION 6. Time Limits:

The initial time limit for filing a grievance shall be twenty-one (21) days from the time the grievant became aware, or reasonably should have become aware, of the occurrence giving rise to the grievance. Time limits may be extended by mutual written agreement between the employee and/or Union and the Employer. Agreement on a date to conduct the meeting shall not be unreasonably withheld by either the employee/Union or the Employer.

SECTION 7. Stewards:

The Union will advise the Employer in writing of the names of the Stewards in each department and shall notify the Employer promptly of any changes. Stewards shall notify their supervisor before leaving their work assignments or area to handle grievances. Stewards will be permitted, by their supervisor, to process grievances referred by employees at the appropriate steps of the grievance procedure during normal working hours without a loss of pay, provided that such activity shall not exceed a reasonable period of time, and shall not interfere with their work performance. Normally, stewards shall process grievances and confer with employees who are located at the same worksite as the steward.

SECTION 8. Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the appropriate Forensic Clinical Services facility for purposes of handling grievances or observing conditions under which employee are working. These

representatives shall be identified to the Chief Judge/Designee in writing and on each occasion will first secure the approval of the Chief Judge/Designee to enter a facility. Union representatives shall conduct their business so as not to interfere with the operations of the Employer or disrupt the work of the employees. Such right of entry shall at all times be subject to the Employer's general rules applicable to non-employees.

SECTION 9. Impartial Arbitration:

- A. Arbitrator Selection: If the Union is not satisfied with the Step 3 answer, it may, within thirty (30) days after receipt of the Step 3 answer, submit in writing to the Chief Judge/Designee notice that the grievance is to enter Impartial Arbitration. If the Chief Judge/Designee and Union fail to reach agreement on an Arbitrator with fourteen (14) days, the two parties may request that the American Arbitration Association, or the Federal Mediation and Conciliation Service provide a panel of arbitrators. Each of the parties will confer within 7 days of receipt of the panel to alternately strike one name at a time from the panel until only one name remains. The remaining name shall be the Arbitrator to hear and decide the grievance without unreasonable delay.
- B. Discovery: Prior to an arbitration proceeding, either party may request of the other party any documents (or copies thereof), a list of witnesses or any other information relevant to the grievance and in control of the opposing party. Such requests shall not be unreasonably denied.
- C. Arbitrator's Powers: The parties are entitled to request the Arbitrator to require the presence of relevant witnesses and production of relevant documents. The Arbitrator shall only have the authority to determine compliance or non-compliance with this Agreement, and to fashion an appropriate remedy. The Arbitrator, in his/her opinion, shall not amend, 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 Chief Judge/Designee and the Union. His/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement. The decision of the Arbitrator made in compliance with the above shall be final, in writing and shall include the reasons for each finding and conclusion. The Arbitrator's decision shall be rendered within thirty (30) working days following the last date of the last hearing conducted by the Arbitrator unless an extension of such period is agreed to by the Chief Judge/Designee and the Union.
- D. A grievance may be withdrawn at any time. A grievance that is not timely filed or extended by mutual agreement is waived.

- E. **Costs:** Expenses for the Arbitrator's services and expenses which are common to both parties to the arbitration shall be borne equally by the Employer and the Union. The parties shall share the cost of recording the hearing. Each party shall pay for the cost of their own transcript and will share the cost the Arbitrator's copy of the transcript. The parties shall meet prior to the Arbitration hearing to determine whether a recorded transcript of the hearing is necessary. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

ARTICLE XIII CONTINUITY OF OPERATION

SECTION 1. No Strike:

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

SECTION 2. Union Responsibility:

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

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

SECTION 3. Discipline or Discharge of Violators:

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

SECTION 4. No Lock-Out:

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

SECTION 5. Reservation of Rights:

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

**ARTICLE XIV
SAVINGS CLAUSE**

SECTION 1. General Provision:

Should any Article, Section or portion thereof, of this contract be held unlawful and unenforceable by any court of competent jurisdiction, or the Labor Relations Board, or by reason of any legislation that the parties agree invalidates a provision of this contract, the remaining parts or positions of this contract shall remain in full force and effect; upon the issuance of such a court decision or legislation, the parties agree to negotiate a substitute for the invalidated Article, Section or portion thereof.

SECTION 2. Conduct of Lawsuit:

No provision in this contract that interferes with the supervision or conduct of a lawsuit by a judge may be enforced, but the enforceability of any such provision due to the conduct of a lawsuit by a judge shall not cause loss of wages or economic benefit to the members of the bargaining unit.

SECTION 3. Judicial Powers:

No provision of this contract that materially and adversely affects or interferes with the exercise of the constitutional, statutory, or inherent judicial powers of the Judiciary or with the application of a rule or order of the Illinois Supreme Court may be enforced. During an emergency affecting the Court's business as reasonably determined by the Chief Judge, no provision in this contract which materially and adversely affects or interferes with the exercise of the constitutional, statutory, or inherent administrative powers of the Judiciary may be enforced. The unenforceability of any such provision shall not cause loss of wages or economic benefit to the members of the bargaining unit. The Union may raise other issues

stemming from the way an emergency was dealt with pursuant to Article XIII of this Contract.

ARTICLE XV MISCELLANEOUS

SECTION 1. No Discrimination:

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

SECTION 2. Americans with Disabilities Act:

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

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

Information obtained regarding the medical condition or history of any employee shall be treated in a confidential manner.

Nothing in this section shall require the Employer to take any action which would violate the ADA or another applicable statute.

SECTION 3. Bulletin Boards:

The Employer will make a bulletin board available for the use of the Union at all work sites. The items posted shall not be political, partisan or defamatory in nature.

SECTION 4. Reimbursement for Advanced Training:

A set fund of at least \$750 per year will be established for the reimbursement of advanced training for each psychologist, such as workshops, seminars (and necessary travel and lodging expenses), and membership in professional organizations. This training fund cannot be used by employees for the fees and costs (including classes and study materials) associated with obtaining a clinical psychologist's license.

Request forms to attend advanced training shall be forwarded to the Employer as soon as the employee becomes aware of training that he/she wants to attend. The Employer will endeavor to approve/disapprove all requests for advanced training in a timely manner.

SECTION 5. Travel Reimbursement:

Employees required to use personally owned automobiles in the course of their employment shall be reimbursed at a rate of not less than 28 cents per mile in accordance with the Cook County Travel Expense Reimbursement Policy. Such rate shall be adjusted upward, as necessary, to ensure that employees are paid the maximum allowable by County policy. Whenever the IRS raises its rate above the County rate, the higher rate shall be submitted to the County Board within a reasonable amount of time but not later than thirty (30) days prior to the start of the next fiscal year.

SECTION 6. Auto Insurance:

The parties agree that the County shall explore the feasibility, of making available to all employees through a payroll deduction, standard automobile insurance on a no decline basis. No later than ninety (90) days after the effective date of this Agreement the County shall report the results of its investigation to the Union. Such information shall include any proposed costs and benefits, the names of the potential carrier(s), any problem the County believes must be overcome in order to implement the insurance, and any other relevant information. Within thirty (30) days after this information is provided to the Union, the parties shall meet to discuss the possibility of implementing any proposals offered by a carrier as well as any other options regarding this issue.

SECTION 7. Meeting Rooms:

The Employer agrees to make available conference rooms for union meetings upon notification by a Union representative, unless to do so would interfere with the operational needs of the Employer. Employees may only attend meetings during non-working time.

SECTION 8. Personnel Files:

Upon written request to the Department Personnel Office, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and Employer.

SECTION 9. Day Care:

A Day Care Committee composed of a mutually agreed-upon equal number of Union and Employer representatives shall meet to study the feasibility of establishing day care center for the dependents of employees and the Employer.

SECTION 10. Tax Shelters:

Employees will have the option to enroll in a Flexible Spending Account. Employees will be notified annually by the Employer regarding the program and the time frame for enrollment in a Flexible Spending Account.

SECTION 11. Dual Employment:

Subject to approval by the Clinical Director of Forensic Clinical Services, a psychologist will be allowed to testify in the Circuit Court of Cook County on two forensic evaluation cases per year. These cases shall not be in the same division as the psychologist is regularly assigned by the employer. The psychologists must use their personal or vacation days when so testifying. The applicable trial judge or motion judge retains the authority to determine issues of conflict of interest if raised pursuant to a motion to bar or disqualify filed by any party to the case in which the psychologist has been retained.

At least thirty (30) days prior to the scheduled testimony or as soon as the psychologist learns of the day scheduled for testimony, the psychologist shall notify the clinical director of Forensic Clinical Services of the case name, docket number, and parties involved in the case. The clinical director must notify the psychologist within forty-eight (48) hours of denial of permission to testify, unless notice of the testimony is not received forty-eight (48) hours before the day scheduled for testimony.

SECTION 12. Health and Safety:

The Employer shall endeavor to provide a safe and healthful work environment for all employees. The Employer agrees to comply with all applicable state and federal laws. The parties shall share information adequately and fully in order to assure that health and safety issues are adequately addressed. Where there is a serious threat to the health and safety of an employee or employees and the situation necessitates a speedy resolution, the issue shall be immediately referred to the Labor Management Committee.

SECTION 13. Union and Employer Meeting:

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the union and Employer agree to meet quarterly, or as mutually agreed otherwise, through designated representatives at the request of either party at mutually agreed upon times and locations. The Union and Employer shall each designate not more than four (4) representatives to a labor-management committee for this purpose.

SECTION 14. Information Provided to Union:

A least quarterly, the Employer, on behalf of all employees covered by this Agreement, shall notify Local 743 in writing of the following personnel transactions involving bargaining unit employees on a work location basis: new hires, promotions, demotions, checkoff revocations, layoffs, reemployments, leaves, returns from leave, suspensions, discharges, terminations, retirements, and Social Security numbers. Local 743 shall, upon request, receive such information on computer tapes when available.

SECTION 15. Professional Issues Committee:

The Employer will establish an independent committee of psychologists elected by the Union membership—the Professional Issues Committee—at each site to address disagreements with the administration over allocation of resources in the following areas: (a) which training is appropriate; (b) which training is worthy of being reimbursed; (c) which test materials or literature should be ordered; (d) whether given research is appropriate and (e) whether the type of classes/education is appropriate.

SECTION 16. Supervisory and Administrative Meetings:

The administrative manager of psychology, or any other person holding that or a similar title, shall meet with psychologists at each location at least once monthly. The chief administrator of Forensic Clinical Services shall also be available for meetings with members of the psychology division at least once each calendar quarter.

SECTION 17. Organizational Structure and Management Authority:

Management shall make available to the Union a written statement, including a flow chart, describing the chain of authority and the management structure. This statement shall include a brief but clear summary statement of the authorities and responsibilities of each manager. The official title of each manager will be provided, along with the name of the person occupying the position. Should management structure or personnel change while this agreement is in effect, management shall provide a revised statement and flow chart describing the changes within thirty days of that change.

SECTION 18. Remote Work Location:

Should operational needs require regular staffing of a new work location or assignment to a location other than the primary work location, qualified volunteers will be sought first for this assignment. In the absence of any volunteer, the Employer shall assign the least senior, qualified employee, and no assignment will be made without the Union having received at least thirty (30) days advance notice.

SECTION 19. Performance Evaluations:

All psychologists will receive annual evaluations to include peer ratings.

An employee's performance evaluation shall be completed by the immediate supervisor and peers. An employee's performance evaluation shall be reviewed and discussed with the employee, and the employee shall be permitted to respond in writing to the evaluation.

An employee's signature shall signify only that he or she has been given his or her performance evaluation; the employee's performance evaluation may not be altered subsequently without notice to the employee.

In the event that an employee disagrees with the rating received on his or her annual performance evaluation which has an impact or effect upon such employee, the employee may utilize the grievance and arbitration procedures set forth in this Agreement, provided, however, that the employee must comply with the time limits contained in Article XIII of this Agreement, with such time limits for the institution of a grievance running from the date of the evaluation.

SECTION 20. Confidential Information:

- A. Psychologists must adhere to standards of confidentiality regarding client information, as delineated by State and Federal law and in the Ethical Principles of Psychologists and Code of Conduct, American Psychological Association 1992. Statements made by psychologists regarding their work and related matter, in lectures, speeches, articles and any other form, must be sensitive to the issue of confidentiality.
- B. Employees shall not publish any information or opinion on any pending case within the Circuit Court of Cook County other than information contained in reports rendered or testimony given provided that the testimony was not barred, quashed or otherwise disallowed, provided, however, materials for scientific or educational purposes may be published in professional journals in the fields of

psychology, psychiatry, social work, sociology and law, if the confidentiality of all participants in the proceeding is maintained.

SECTION 21. Promotions:

- A. Promotions for psychologists shall be based on experience, training, seniority, job performance, and demonstrated capabilities.
- B. Any psychologist promoted to a supervisory or administrative position shall have a grace period of 180 days to determine whether he/she will continue in this position or return to their former position.
- C. All supervisory positions for psychologists are to be posted for at least fifteen (15) working days. In filling such positions, the Employer will grant first consideration to members of the bargaining unit.

SECTION 22. Secretary/Stenographer:

The employer will provide full-time secretary/stenographers (2) for the psychologists at each location.

SECTION 23. Scheduling:

Scheduling of bond, supervision, probation, and domestic relations cases will be arranged with consideration of psychologists' needs for a timely and unhurried lunch period.

SECTION 24. Reduced Hours:

Any psychologist who regularly worked more than fifty percent (50%) of a full-time schedule or at least twenty (20) hours per week prior to the date of the ratification of this contract will be considered a full-time employee for the purposes of insurance benefits and will receive all other benefits, such as vacation and sick days on a pro-rated basis, and such employees will be allowed to work the same schedule as they worked prior to ratification of this contract. Any psychologist hired after the ratification of this contract for part-time work will only be able to work a one-half time schedule and will be eligible to receive pension, vacation and sick day and other benefits on a pro-rated basis and will be required to contribute fifty percent (50%) of the Employer costs for health and/or life insurance benefits.

SECTION 25. Program for Stress/Burnout:

Contingent on available funds, the Employer will establish an organized program to address the stress/burnout that psychologists experience in working with the difficult populations at the courts.

SECTION 26. PsycLIT:

Forensic Clinical Psychologists, Juvenile Division, shall be provided access to the internet within a reasonable period of time following the execution of this Agreement. Once access is provided, the Employer will cease to provide PsycLIT on cd rom.

The Employer will endeavor to provide internet access to Forensic Clinical Psychologists, Adult Division. The Employer will continue to provide access to PsycLIT cd rom to the Adult Division until November 30, 2003, or until internet access is provided.

**ARTICLE XVI
RATES OF PAY**

The Employer intends to submit a proposal regarding rates of pay.

SECTION 1. General Increases:

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

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

SECTION 2. Reclassifications:

Psychologists shall be reclassified to the following grades of the Cook County compensation plan, Schedule I, according to their training and qualifications:

- Grade 22 – Doctorate with clinical psychology license.
- Grade 21 – Doctorate without clinical psychology license, Master’s Degree with clinical psychology license.
- Grade 19 – Master’s Degree or equivalent.

Reclassifications of current employees as a result of this contract shall be considered promotions according to the Guidelines specified in Appendix A of the Cook County budget. Promotions shall be effective as of 12/1/96. Psychologists hired during the duration of this contract shall be hired at the above Grades according to their training and qualifications. When psychologists improve their training and qualifications according to the guidelines above, they shall move to the appropriate higher Grade immediately if budgetary constraints

permit, and no later than the first pay period of the next fiscal year. Such movement shall be considered a promotion according to Appendix A.

SECTION 3. Bilingual Pay:

Effective 12/1/95, employees whose duties require the employee to be bilingual, or to use sign language, shall receive an additional \$50.00 per month.

SECTION 4. Longevity Plan, Schedule I:

Effective 6/1/99, the pay rate for the 20 year longevity step (09) will be adjusted by 2%.

SECTION 5. "ME TOO" CLAUSE:

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 the parties' tentative agreement regarding general increases, 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.

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% *	90% after \$25 co-pay / 60% *
Routine Physical Exams and Preventive Screenings	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Well-Child Care	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
X-Ray/Diagnostic tests (performed in lab or hospital)	100%	100%	90% / 60% *	90% / 60% *
Maternity Prenatal/Postnatal Care	\$3 co-payment / member for initial visit	\$10 co-payment / member for initial visit	90% after \$20 co-pay (initial visit) / 60% *	90% after \$25 co-pay (initial visit) / 60% *
Outpatient Surgery (facility charges)	100%	100% after \$100 deductible	90% / 60% *	90% / 60% *
Outpatient Surgery (doctor services)	100%	100%	90% / 60% *	90% / 60% *
Other Outpatient Services (including chemotherapy, radiation, renal dialysis)	100%	100%	90% / 60% *	90% / 60% *
Allergy Testing / Injections / Immunizations	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *
Infertility Treatment, as defined by plans	\$3 co-pay/member/visit	\$10 co-pay/member/visit	90% after \$20 co-pay / 60% *	90% after \$25 co-pay / 60% *

OUTPATIENT SERVICES (MEDICAL & SURGICAL cont'd)

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

INPATIENT SERVICES (MEDICAL & SURGICAL)

BENEFIT OVERVIEW

HMO

PPO

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

BENEFIT OVERVIEW	HMO		PPO	
	Current Benefits Through 11/30/07	Benefit Level Effective 12/1/07	Current Benefits (through 11/30/07) In Network / Out of Network	Benefit Level Effective 12/1/07 In Network / Out of Network
Mental Health/Chemical Dependency/ Substance Abuse	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	
Combined Maximum Benefit for In/Out Mental Health and Chemical Dependency Abuse Limits	Unlimited	Unlimited		
Outpatient Services (unlimited)	\$3 co-pay per visit	\$10 co-pay per visit	70% / 50% * Subject to overall plan limits	
Inpatient Mental Health/Substance Abuse (30 days/year max)	100%	100%	90% / 60% * Subject to overall plan limits	
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	

**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 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.			

Benefit Level Effective 12/1/07

**Employee Contributions
Effective June 1, 2008**

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

**SCHEDULE I - GENERAL
BUREAU OF HUMAN RESOURCES
UNION**

<u>GD</u>		<u>AFTER 1</u>					<u>AFTER 2</u>					<u>AFTER 1</u>		<u>AFTER 1</u>		
		<u>1ST</u>	<u>2ND</u>	<u>3RD</u>	<u>4TH</u>	<u>5TH</u>	<u>YEARS AT</u>	<u>STEP</u>	<u>5TH STEP</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YRS SERVC</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>
		<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>	<u>STEP</u>
9	Hourly	13,271	13,874	14,548	15,251	15,954	16,713	17,188	17,361	17,873						
	Bi-Weekly	1,061.68	1,109.94	1,163.85	1,220.05	1,276.33	1,337.02	1,375.06	1,388.88	1,429.86						
	Annual	27,604	28,859	30,260	31,721	33,184	34,763	35,752	36,111	37,176						
10	Hourly	14,216	14,879	15,578	16,333	17,118	17,918	18,260	18,453	18,999						
	Bi-Weekly	1,137.27	1,190.35	1,246.22	1,306.67	1,369.41	1,433.46	1,460.78	1,476.24	1,519.93						
	Annual	29,569	30,949	32,402	33,974	35,605	37,270	37,980	38,382	39,518						
11	Hourly	15,251	15,954	16,713	17,493	18,359	19,289	19,675	19,857	20,466						
	Bi-Weekly	1,220.05	1,276.33	1,337.02	1,399.43	1,468.72	1,543.16	1,574.00	1,588.56	1,637.31						
	Annual	31,721	33,184	34,763	36,385	38,187	40,122	40,924	41,302	42,570						
12	Hourly	16,333	17,118	17,918	18,781	19,747	20,662	21,066	21,276	21,923						
	Bi-Weekly	1,306.67	1,369.41	1,433.46	1,502.50	1,579.72	1,652.93	1,685.24	1,702.09	1,753.87						
	Annual	33,974	35,605	37,270	39,065	41,073	42,976	43,816	44,254	45,601						

	AFTER 1			AFTER 2			AFTER 1			AFTER 1		
	1ST	2ND	3RD	4TH	5TH	YEARS AT RATE & 10	LONGEVITY RATE & 10	YR AT 1ST	LONGEVITY RATE & 15	YR AT 2ND	LONGEVITY RATE & 20	YR AT 3RD
13												
Hourly	17,493	18,359	19,289	20,219	21,135	22,193	22,635	22,853	22,635	22,853	23,544	23,544
Bi-Weekly	1,399.43	1,468.72	1,543.16	1,617.51	1,690.81	1,775.47	1,810.81	1,828.23	1,810.81	1,828.23	1,883.53	1,883.53
Annual	36,385	38,187	40,122	42,055	43,961	46,162	47,081	47,534	47,081	47,534	48,972	48,972
14												
Hourly	18,781	19,747	20,662	21,705	22,733	23,811	24,304	24,545	24,304	24,545	25,286	25,286
Bi-Weekly	1,502.50	1,579.72	1,652.93	1,736.37	1,818.66	1,904.88	1,944.30	1,963.61	1,944.30	1,963.61	2,022.91	2,022.91
Annual	39,065	41,073	42,976	45,146	47,285	49,527	50,552	51,054	50,552	51,054	52,596	52,596
15												
Hourly	20,219	21,135	22,193	23,293	24,462	25,613	26,130	26,397	26,130	26,397	27,185	27,185
Bi-Weekly	1,617.51	1,690.81	1,775.47	1,863.40	1,956.98	2,049.01	2,090.40	2,111.75	2,090.40	2,111.75	2,174.82	2,174.82
Annual	42,055	43,961	46,162	48,449	50,882	53,274	54,350	54,905	54,350	54,905	56,545	56,545
16												
Hourly	21,705	22,733	23,811	24,950	26,155	27,367	27,931	28,201	27,931	28,201	29,052	29,052
Bi-Weekly	1,736.37	1,818.66	1,904.88	1,996.00	2,092.36	2,189.38	2,234.45	2,256.04	2,234.45	2,256.04	2,324.18	2,324.18
Annual	45,146	47,285	49,527	51,896	54,401	56,924	58,096	58,657	58,096	58,657	60,429	60,429
17												
Hourly	23,293	24,462	25,613	26,806	28,131	29,522	30,099	30,387	30,099	30,387	31,306	31,306
Bi-Weekly	1,863.40	1,956.98	2,049.01	2,144.47	2,250.48	2,361.73	2,407.95	2,430.93	2,407.95	2,430.93	2,504.47	2,504.47
Annual	48,449	50,882	53,274	55,756	58,513	61,405	62,607	63,204	62,607	63,204	65,116	65,116
18												
Hourly	24,950	26,155	27,367	28,728	30,052	31,535	32,180	32,485	32,180	32,485	33,491	33,491
Bi-Weekly	1,996.00	2,092.36	2,189.38	2,298.25	2,404.18	2,522.79	2,574.41	2,598.79	2,574.41	2,598.79	2,679.28	2,679.28
Annual	51,896	54,401	56,924	59,755	62,509	65,593	66,935	67,568	66,935	67,568	69,661	69,661

AFTER 1 AFTER 1 AFTER 1
 YR AT 1ST YR AT 2ND YR AT 3RD
 LONGEVITY LONGEVITY LONGEVITY

AFTER 2 YEARS AT 5TH 4TH 3RD 2ND 1ST
 RATE & 10 RATE & 15 RATE & 20

	1ST	2ND	3RD	4TH	5TH	AFTER 2 YEARS AT	AFTER 1 YR AT 1ST	AFTER 1 YR AT 2ND	AFTER 1 YR AT 3RD	
19	Hourly	27.367	28.728	30.052	31.535	33.026	34.609	35.135	35.478	36.552
	Bi-Weekly	2,189.38	2,298.25	2,404.18	2,522.79	2,642.06	2,768.68	2,810.81	2,838.21	2,924.19
	Annual	56,924	59,755	62,509	65,593	68,694	71,986	73,081	73,794	76,029
20	Hourly	30.052	31.535	33.026	34.609	36.243	38.013	38.571	38.944	40.119
	Bi-Weekly	2,404.18	2,522.79	2,642.06	2,768.68	2,899.40	3,041.08	3,085.66	3,115.52	3,209.50
	Annual	62,509	65,593	68,694	71,986	75,384	79,068	80,227	81,003	83,447
21	Hourly	33.026	34.609	36.243	38.013	39.816	41.753	42.372	42.794	44.093
	Bi-Weekly	2,642.06	2,768.68	2,899.40	3,041.08	3,185.29	3,340.22	3,389.79	3,423.49	3,527.46
	Annual	68,694	71,986	75,384	79,068	82,818	86,846	88,135	89,011	91,714
22	Hourly	36.243	38.013	39.816	41.753	43.693	45.799	46.471	46.933	48.339
	Bi-Weekly	2,899.40	3,041.08	3,185.29	3,340.22	3,495.48	3,663.90	3,717.65	3,754.62	3,867.10
	Annual	75,384	79,068	82,818	86,846	90,882	95,261	96,659	97,620	100,544
23	Hourly	38.013	39.816	41.753	43.693	45.799	48.077	48.789	49.276	50.765
	Bi-Weekly	3,041.08	3,185.29	3,340.22	3,495.48	3,663.90	3,846.15	3,903.09	3,942.11	4,061.21
	Annual	79,068	82,818	86,846	90,882	95,261	100,000	101,480	102,495	105,591

**SCHEDULE I- GENERAL
BUREAU OF HUMAN RESOURCES
UNION**

<u>GD</u>		1ST		2ND		3RD		4TH		5TH		AFTER 2		AFTER 1	
		<u>STEP</u>	<u>YRS</u>	<u>YRS</u>	<u>YR AT 1ST</u>	<u>YR AT 2ND</u>	<u>YR AT 3RD</u>								
9	Hourly	13,769	14,078	14,762	15,474	16,188	16,958	17,440	17,616	18,136					
	Bi-Weekly	1,101.50	1,126.23	1,180.92	1,237.95	1,295.05	1,356.64	1,395.23	1,409.26	1,450.84					
	Annual	28,639	29,282	30,704	32,187	33,671	35,273	36,276	36,641	37,722					
10	Hourly	14,749	15,437	16,162	16,946	17,760	18,590	18,945	19,145	19,712					
	Bi-Weekly	1,179.91	1,234.99	1,292.96	1,355.67	1,420.77	1,487.22	1,515.56	1,531.60	1,576.92					
	Annual	30,678	32,110	33,617	35,248	36,940	38,668	39,405	39,822	41,000					
11	Hourly	15,822	16,552	17,339	18,149	19,047	20,013	20,413	20,602	21,234					
	Bi-Weekly	1,265.80	1,324.19	1,387.16	1,451.91	1,523.80	1,601.03	1,633.02	1,648.13	1,698.71					
	Annual	32,911	34,429	36,066	37,750	39,619	41,627	42,459	42,851	44,166					
12	Hourly	16,946	17,760	18,590	19,486	20,487	21,436	21,856	22,074	22,746					
	Bi-Weekly	1,355.67	1,420.77	1,487.22	1,558.85	1,638.96	1,714.92	1,748.44	1,765.92	1,819.64					
	Annual	35,248	36,940	38,668	40,530	42,613	44,588	45,459	45,914	47,311					

	1ST	2ND	3RD	4TH	5TH	AFTER 2 YEARS AT RATE & 10	AFTER 1 YR AT 1ST LONGEVITY RATE & 10	AFTER 1 YR AT 2ND LONGEVITY RATE & 15	AFTER 1 YR AT 3RD LONGEVITY RATE & 20
13	Hourly	18,149	19,047	20,013	20,977	21,928	23,026	23,484	24,427
	Bi-Weekly	1,451.91	1,523.80	1,601.03	1,678.17	1,754.21	1,842.05	1,878.71	1,954.16
	Annual	37,750	39,619	41,627	43,632	45,609	47,893	48,847	50,808
14	Hourly	19,486	20,487	21,436	22,519	23,586	24,704	25,215	26,235
	Bi-Weekly	1,558.85	1,638.96	1,714.92	1,801.48	1,886.86	1,976.31	2,017.22	2,098.77
	Annual	40,530	42,613	44,588	46,839	49,058	51,384	52,448	54,568
15	Hourly	20,977	21,928	23,026	24,166	25,380	26,573	27,110	28,205
	Bi-Weekly	1,678.17	1,754.21	1,842.05	1,933.28	2,030.37	2,125.85	2,168.79	2,256.37
	Annual	43,632	45,609	47,893	50,265	52,790	55,272	56,389	58,666
16	Hourly	22,519	23,586	24,704	25,886	27,135	28,393	28,978	30,142
	Bi-Weekly	1,801.48	1,886.86	1,976.31	2,070.85	2,170.83	2,271.48	2,318.24	2,411.34
	Annual	46,839	49,058	51,384	53,842	56,441	59,058	60,274	62,695
17	Hourly	24,166	25,380	26,573	27,811	29,186	30,629	31,228	32,480
	Bi-Weekly	1,933.28	2,030.37	2,125.85	2,224.89	2,334.87	2,450.29	2,498.24	2,598.39
	Annual	50,265	52,790	55,272	57,847	60,707	63,708	64,954	67,558
18	Hourly	25,886	27,135	28,393	29,805	31,179	32,717	33,387	34,747
	Bi-Weekly	2,070.85	2,170.83	2,271.48	2,384.44	2,494.34	2,617.40	2,670.95	2,779.75
	Annual	53,842	56,441	59,058	61,995	64,853	68,052	69,445	72,274

	1ST	2ND	3RD	4TH	5TH	AFTER 1			AFTER 2				
						YR AT 1ST	YR AT 2ND	YR AT 3RD	YEARS AT	LONGEVITY RATE & 10	LONGEVITY RATE & 15	LONGEVITY RATE & 20	
19	Hourly	28,393	29,805	31,179	32,717	34,264	35,906	36,453	36,808	37,923			
	Bi-Weekly	2,271.48	2,384.44	2,494.34	2,617.40	2,741.14	2,872.51	2,916.22	2,944.65	3,033.84			
	Annual	59,058	61,995	64,853	68,052	71,270	74,685	75,822	76,561	78,880			
20	Hourly	31,179	32,717	34,264	35,906	37,602	39,439	40,017	40,404	41,623			
	Bi-Weekly	2,494.34	2,617.40	2,741.14	2,872.51	3,008.13	3,155.12	3,201.37	3,232.35	3,329.86			
	Annual	64,853	68,052	71,270	74,685	78,211	82,033	83,236	84,041	86,576			
21	Hourly	34,264	35,906	37,602	39,439	41,309	43,318	43,961	44,398	45,747			
	Bi-Weekly	2,741.14	2,872.51	3,008.13	3,155.12	3,304.74	3,465.48	3,516.91	3,551.87	3,659.74			
	Annual	71,270	74,685	78,211	82,033	85,923	90,102	91,440	92,349	95,153			
22	Hourly	37,602	39,439	41,309	43,318	45,332	47,516	48,213	48,693	50,151			
	Bi-Weekly	3,008.13	3,155.12	3,304.74	3,465.48	3,626.56	3,801.30	3,857.06	3,895.42	4,012.11			
	Annual	78,211	82,033	85,923	90,102	94,291	98,834	100,284	101,281	104,315			
23	Hourly	39,439	41,309	43,318	45,332	47,516	49,880	50,618	51,124	52,669			
	Bi-Weekly	3,155.12	3,304.74	3,465.48	3,626.56	3,801.30	3,990.38	4,049.45	4,089.93	4,213.50			
	Annual	82,033	85,923	90,102	94,291	98,834	103,750	105,286	106,338	109,551			