

**COLLECTIVE BARGAINING AGREEMENTS**

**BETWEEN**

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

**AND**

**COUNTY OF COOK  
CERMAK HEALTH SERVICES  
(REPRESENTING ATTENDING PHYSICIANS & PSYCHOLOGISTS)**

**December 1, 2012 through November 30, 2017**

**Effective upon Approval by the Cook County Board of Commissioners**

**APPROVED AS AMENDED  
BY THE BOARD OF COOK COUNTY COMMISSIONERS**

**OCT 05 2016**

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## COLLECTIVE BARGAINING AGREEMENT

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

### ARTICLE I

#### RECOGNITION

##### Section 1. Representation.

The County recognizes the Union as the sole and exclusive representative for all full-time attending physicians and psychologists ("Doctors") employed by the County of Cook who normally spend a majority of their weekly work time providing direct patient care at Cermak Health Services and such regular part-time attending physicians and psychologists ("Doctors") who normally work at least 20 hours per week at Cermak Health Services.

##### Section 2. Dues and Committee on Political Education ("COPE") Check-off.

With respect to any employee in the bargaining unit from whom the County receives individual written authorization, signed by the employee, in a form agreed upon by the Union and the County, the County shall deduct from the wages of the employee 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. The County shall provide a voluntary payroll deduction to the Union's COPE upon receipt of a written authorization from employees. 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 3. Fair Share.

1. 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 employees 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 employees 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 employee wages, hours, and other conditions of employment.
2. Such fair share payment by non-members shall be deducted by the County from the earnings of the non-member employees and remitted to the Union, provided, however, that the Union shall certify to the County the amount constituting said fair share, not exceeding the dues uniformly required of members of the Union, and shall certify that said amount constitutes the non-members' proportionate share of the Union's costs of the

collective bargaining process, contract administration and pursuing matters affecting employee wages, hours and other conditions of employment.

3. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names and addresses of all employee non-members of the Union from which earnings the fair share payments shall be deducted and their work locations.
4. Upon the Union's receipt of notice of an objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union employees. 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.

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

#### **Section 4. Religion Exemption.**

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

#### **Section 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 employee.

## ARTICLE II

### DECLARATION OF RIGHTS

#### 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 employees 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

### HOURS OF WORK

#### Section 1. Normal Workweek.

The normal workweek will consist of up to fifty (50) hours per week, but as professionals in the health care industry, Doctors 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 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 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 employee 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 employee.

**Section 4.**      **Schedules.**

Doctor schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month, including the schedule for moonlighting, rounds, and holidays. 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 of 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 and a copy provided to the Medical Director or his/her designee.

**ARTICLE IV**

**GRIEVANCE PROCEDURE**

**Section 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 or submitted at Steps Three or Four to the Hospital CMO/Designee.

**Section 2. Grievance Procedure Steps.**

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

<b>Step</b>	<b>Submission Time Limit This Step (Calendar Days)</b>	<b>Submitted</b>	<b>Time Limit Meeting</b>	<b>Response</b>
1	30 days from the date the Grievant knew or should have known of the event(s) giving rise to the grievance	Immediate Supervisor	5 days	5 days
2	5 days	Medical Director or Designee	5 days	10 days
3	10 days	Chief, Bureau of Human Resources/Hearing Officer	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 employees, or the Union's own interests, the grievance may be initiated by the Union at Step 2.

All grievances and associated responses must be submitted to Administrative Staff Services for date and time stamp, and log in procedures. The grievance and subsequent responses shall be distributed to the appropriate parties by Administrative Staff Services.

**Section 3. Time Limits.**

Time limits may be extended by mutual agreement in writing between the employee 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 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. Employees shall be

allowed time off with pay to attend meetings agreed to by the Employer, required by the Employer, or mandated by this agreement.

**Section 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 and CMO 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 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 7. Right to Union Representation.**

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

## ARTICLE V

### CONTINUITY OF OPERATION

#### Section 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 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. 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 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 VI**

### **SENIORITY**

#### **Section 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. 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 Doctor 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 2. Definition of Seniority.**

Seniority is an employee's length of most recent continuous employment as a Doctor at the Bureau of Health since his/her last hiring date, with pro-rata adjustments based on hours worked for part-time employees.

#### **Section 3. Return to Former Job.**

An employee 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 employee does not demonstrate the ability to satisfactorily perform the job to which he/she was promoted, transferred, or recalled. An employee who has accepted another position within the Cook County Bureau of Health, 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 4. Return to Represented Unit.**

An employee who has been promoted or transferred out of the bargaining unit to another position within the Cook County Bureau of Health, 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 employee continued to work in the bargaining unit.

**Section 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 employees 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 employee and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the employee 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. Seniority List.**

In January and July of each year, the County shall provide to the Union the following report in writing or electronically, as requested by the Union: a report of all bargaining unit employees which contains the following information in alphabetical order by Department: The employee's name, home address, current classification (job title), pay grade, step, salary, job code, employment status (active or on leave), location, date of hire. This report shall be provided no later than the 15th of January and July of each year.

**Section 7. Termination of Seniority.**

An employee'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 employee notifying either his/her immediate supervisor or the Medical Director, unless the employee 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 employee 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 employees;

- G. Failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within fourteen (14) calendar days after notice to report for work is sent by certified mail to the employee's last address on file with County; or
- 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 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 an employee'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 2. Working On Holidays.**

Doctors who work on any of the holidays identified in Section 1 of Article VI 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 Doctor worked the holiday.

**Section 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 1. Eligibility.**

Vacation credit shall be earned for each month during which the employee 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.

**Section 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 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 at least 60 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 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 employee has not taken for having worked a holiday that occurred before the termination of the employee'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 days (60) 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 layoff 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 employees 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.

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

**ARTICLE X**

**FILLING VACANCIES**

Vacant positions shall be posted on bulletin boards in the administrative or clinical areas of the department or divisions, for a period of fourteen (14) days until the County's electronic system is fully operational, at which time the County shall post vacant positions electronically for fourteen (14) days as well as transmit them electronically to the Union. 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 1. Pay Increase.**

The salary grades and steps applicable to the above listed bargaining unit shall be increased as follows during the terms of this Agreement:

- Effective the first full pay period on or after 6/1/2013: 1.0%
- Effective the first full pay period on or after 6/1/2014: 1.5%
- Effective the first full pay period on or after 6/1/2015: 2.0%
- Effective the first full pay period on or after 12/1/2015: 2.0%
- Effective the first full pay period on or after 12/1/2016: 2.25%
- Effective the first full pay period on or after 6/1/2017: 2.0%

For the period from the date of the execution of this tentative agreement through November 30, 2017, if the County enters into an agreement with any other union that contains across-the-wage increases great than those set forth above, then those across-the-board increases will be applied to the members of this bargaining unit.

The above is not a waiver or withdrawal of the Union's wage equity proposals.

**Section 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 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 4. Entry Rate.**

The minimum salary rates shall be as follows:

- a. Attending Physicians: K6 or its equivalent K542
- b. Dentists: K4 or its equivalent K507
- c. Psychologists: K2 or its equivalent K442

**Section 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 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.

The Employer will distribute extra duty pay work equitably among doctors who volunteer for it and are qualified to perform the duties.

**Section 7. Newly Certified Positions**

Upon notification from the Union to the Employer and the Cook County Bureau of Human Resources and the Cook County Health and Hospitals System Chief of Human Resources, the Employer agrees to meet with the Union with sixty (60) days thereafter to discuss the placement of newly certified bargaining unit positions on the wage scale.

## ARTICLE XII

### WELFARE BENEFITS

#### Section 1. Hospitalization Insurance, Doctor Contributions.

The County agrees to maintain certain health benefits as summarized in Appendix C.

#### Section 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 X, Section 2, 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 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 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 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 6.**      **Dental Plan.**

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

**Section 7.**      **Vision Plan.**

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

**Section 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 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 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 Cermak.

**ARTICLE XIII**

**LEAVES OF ABSENCE**

**Section 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 Cook County Health Facilities, not to

exceed one (1) year, except for military service. An employee 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 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 two (2) weeks 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 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 Doctors 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 Doctors is on Family and Medical Leave, the County shall continue to pay its share of the employee's health insurance premium, and the employee 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 employee is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

**Section 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 six times 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 six (6) months, but may be renewed by the

Department Chair. Upon returning from such leave, the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave. Leave granted under this section counts toward an employee's twelve (12) weeks of Family Medical Leave.

Upon execution of the Collective Bargaining Agreement, employees shall be eligible for paid Parental Leave pursuant to the Cook County Board Resolution 13-R-346 and the corresponding Cook County Bureau of Human Resources Parental Leave policy. Employees, except those who have applied for an been granted paid Parental Leave, shall be eligible for unpaid maternity or paternity leave pursuant to Cook County Personnel Rule 6.03(b).

**Section 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, an employee will not be replaced. If at any time while the employee is eligible for the disability leave, the employee 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 6.**        **Military Leave.**

Employees 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 employee 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.

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 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 7.**        **Seniority on Leave.**

An employee 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 an employee's entitlement to automatic progression in wage scale based on length of service. Employees who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

**Section 8.**      **Retention of Benefits.**

An employee 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 employee'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 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, an employee'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 employee'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 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 employee 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 3.**      **Election Day.**

If the 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 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 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 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.

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

The County and Union agree to communicate reasonable notice regarding the time and place of the orientation. A union representative designated by the Union shall be given reasonable notice of the orientation and she/he shall also be released with pay, provided that there is no interruption to patient services, for such purpose.

**Section 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 Provident, and Ambulatory and Community Health Network (ACHN) which are represented by the Union.

**Section 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 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 7. Budget Preparation.**

Each Department Chair shall provide notice to Doctors in his/her Department of any deadline for budget submissions and shall consider timely input from Doctors in the Department in preparing his/her budget recommendations for each fiscal year. Doctors may submit written input, and the Department Chair will meet with Doctors upon request provided that the request is made sufficiently in advance of the date that the recommendations are due. The Department Chair will provide all Doctors in the department with a copy of the budget recommendation upon request.

**Section 8. 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 1. No Discrimination.**

No employee 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 2.      Doctor Obligation and Professional Authority.**

Doctor 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 employee or the patient.

**Section 3.      Safety.**

The County will continue to make reasonable provisions for the safety of its employees during their hours of employment. A Doctor from the represented unit, as designated by the Union, shall serve on and be expected to attend the Environment of Care Committee. The parties understand that in certain instances an additional Doctor designated by the Union may need to attend committee meetings. On these occasions, the Union will give prior notification.

**Section 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 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 shall meet with the Doctor to discuss the evaluation. The Doctor 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 6.      Personnel File.**

Upon written request to the Director of Human Resources or designee, an employee may inspect his/her personnel file at a time mutually acceptable to the Hospital or clinic and the employee. 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 employee, upon request, at a mutually agreeable time. None of these documents shall be maintained in a file other than those listed above.

Each employee shall receive a copy of any formal performance evaluation, written warning, documentation of a verbal warning, or any other materials of a disciplinary and/or adverse nature initiated by the employer, before such material is placed in his/her personnel, peer review, department chair, medical director or credentials file. The employee shall sign and date such material only as proof of receipt and not as agreement with content. The employee shall have the right to respond in writing within ten (10) working days from the date such material was presented to the employee and to have such response placed in the file.

**Section 7. Physician's Statement.**

An employee who has been off duty for five (5) consecutive days or more for any health reason will be required to provide a 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 employee is physically fit for return to work.

**Section 8. Credit Union.**

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

**Section 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 Doctors in the same specialty or department when practical.

**Section 10. Personnel Rule Change.**

When the Employer is considering modifications in its personnel policies, it shall notify the Union twenty one (21) calendar days prior to any modifications and shall discuss such contemplated changes with the Union, pursuant to the provisions of the Illinois Public Labor Relations Act.

**Section 11. Travel Reimbursement.**

The Cook County Travel Expense Reimbursement policy shall apply to all bargaining unit members and be subject to the grievance procedure described in Article IV of this Agreement.

**Section 12. Subcontracting.**

It is the general policy of the county to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant.

The County will advise the Union in writing at least five (5) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

## **ARTICLE XVII**

### **PATIENT CARE**

#### **Section 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 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**

Doctors 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 twenty thousand dollars (\$20,000) for all Local 20

bargaining units. Doctor bargaining unit employee requests for such funds shall be for reimbursement for the costs of courses that qualify for Category 1 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 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, 2017. 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 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 500, with a copy to the County's Chief, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois, 60602; or if by the County, such notice shall be addressed to the Union's representative at 300 South Ashland, Suite 400, Chicago, Illinois, 60607. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this 5<sup>th</sup> day of October, 2016.

COUNTY OF COOK:

By:

Toni Preckwinkle

TONI PRECKWINKLE, President  
Cook County Board of Commissioners

Attest:

David Orr

DAVID D. ORR  
Cook County Clerk

UNION: Doctors Council SEIU

By: Dana Quartana 9-20-16  
DANA QUARTANA, Regional Coordinator  
Doctors Council SEIU

APPROVED AS AMENDED  
BY THE BOARD OF COOK COUNTY COMMISSIONERS

OCT 05 2016

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**APPENDIX A**

**Local 20 — Cermak Health Services Physicians**

<b>JOB CODE</b>	<b>GRADE</b>	<b>TITLE</b>
1634	K4	Attending Physician IV
1650		Attending Physician Senior IV
1635	K5	Attending Physician V
1651		Attending Physician Senior V
1636	K6	Attending Physician VI
1652		Attending Physician VI
1637	K7	Attending Physician VII
1653		Attending Physician Senior VII

Effective June 1, 2013

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	33.076	34.686	36.294	38.066	39.851
	Bi-Weekly	2,646.08	2,774.88	2,903.52	3,045.28	3,188.08
	Annual	68,798	72,146	75,491	79,177	82,890
K01	Hourly	38.802	40.710	42.633	44.695	46.766
	Bi-Weekly	3,104.16	3,256.80	3,410.64	3,575.60	3,741.28
	Annual	80,708	84,676	88,676	92,965	97,273
K02	Hourly	46.043	48.333	50.537	52.999	55.490
	Bi-Weekly	3,683.44	3,866.64	4,042.96	4,239.92	4,439.20
	Annual	95,769	100,532	105,116	110,237	115,419
K03	Hourly	57.256	60.068	62.823	65.837	68.909
	Bi-Weekly	4,580.48	4,805.44	5,025.84	5,266.96	5,512.72
	Annual	119,092	124,941	130,671	136,940	143,330
K04	Hourly	63.449	66.522	69.579	72.968	76.330
	Bi-Weekly	5,075.92	5,321.76	5,566.32	5,837.44	6,106.40
	Annual	131,973	138,365	144,724	151,773	158,766
K05	Hourly	69.579	72.968	76.330	80.037	83.759
	Bi-Weekly	5,566.32	5,837.44	6,106.40	6,402.96	6,700.72
	Annual	144,724	151,773	158,766	166,476	174,218
K06	Hourly	75.725	79.417	83.107	87.145	91.217
	Bi-Weekly	6,058.00	6,353.36	6,648.56	6,971.60	7,297.36
	Annual	157,508	165,187	172,862	181,261	189,731
K07	Hourly	81.872	85.876	89.838	94.231	98.635
	Bi-Weekly	6,549.76	6,870.08	7,187.04	7,538.48	7,890.80
	Annual	170,293	178,622	186,863	196,000	205,160
K08	Hourly	88.008	92.304	96.635	101.354	106.062
	Bi-Weekly	7,040.64	7,384.32	7,730.80	8,108.32	8,484.96
	Annual	183,056	191,992	201,000	210,816	220,608
K09	Hourly	94.150	98.755	103.362	108.426	113.510
	Bi-Weekly	7,532.00	7,900.40	8,268.96	8,674.08	9,080.80
	Annual	195,832	205,410	214,992	225,526	236,100
K10	Hourly	100.313	105.206	110.109	115.525	120.955
	Bi-Weekly	8,025.04	8,416.48	8,808.72	9,242.00	9,676.40
	Annual	208,651	218,828	229,026	240,292	251,586
K11	Hourly	109.508	114.895	120.244	126.179	132.096
	Bi-Weekly	8,760.64	9,191.60	9,619.52	10,094.32	10,567.68
	Annual	227,776	238,981	250,107	262,452	274,759

Effective June 1, 2014

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	33.572	35.206	36.838	38.637	40.449
	Bi-Weekly	2,685.76	2,816.48	2,947.04	3,090.96	3,235.92
	Annual	69,829	73,228	76,623	80,364	84,133
K01	Hourly	39.384	41.321	43.272	45.365	47.467
	Bi-Weekly	3,150.72	3,305.68	3,461.76	3,629.20	3,797.36
	Annual	81,918	85,947	90,005	94,359	98,731
K02	Hourly	46.734	49.058	51.295	53.794	56.322
	Bi-Weekly	3,738.72	3,924.64	4,103.60	4,303.52	4,505.76
	Annual	97,206	102,040	106,693	111,891	117,149
K03	Hourly	58.115	60.969	63.765	66.825	69.943
	Bi-Weekly	4,649.20	4,877.52	5,101.20	5,346.00	5,595.44
	Annual	120,879	126,815	132,631	138,996	145,481
K04	Hourly	64.401	67.520	70.623	74.063	77.475
	Bi-Weekly	5,152.08	5,401.60	5,649.84	5,925.04	6,198.00
	Annual	133,954	140,441	146,895	154,051	161,148
K05	Hourly	70.623	74.063	77.475	81.238	85.015
	Bi-Weekly	5,649.84	5,925.04	6,198.00	6,499.04	6,801.20
	Annual	146,895	154,051	161,148	168,975	176,831
K06	Hourly	76.861	80.608	84.354	88.452	92.585
	Bi-Weekly	6,148.88	6,448.64	6,748.32	7,076.16	7,406.80
	Annual	159,870	167,664	175,456	183,980	192,576
K07	Hourly	83.100	87.164	91.186	95.644	100.115
	Bi-Weekly	6,648.00	6,973.12	7,294.88	7,651.52	8,009.20
	Annual	172,848	181,301	189,666	198,939	208,239
K08	Hourly	89.328	93.689	98.085	102.874	107.653
	Bi-Weekly	7,146.24	7,495.12	7,846.80	8,229.92	8,612.24
	Annual	185,802	194,873	204,016	213,977	223,918
K09	Hourly	95.562	100.236	104.912	110.052	115.213
	Bi-Weekly	7,644.96	8,018.88	8,392.96	8,804.16	9,217.04
	Annual	198,768	208,490	218,216	228,908	239,643
K10	Hourly	101.818	106.784	111.761	117.258	122.769
	Bi-Weekly	8,145.44	8,542.72	8,940.88	9,380.64	9,821.52
	Annual	211,781	222,110	232,462	243,896	255,359
K11	Hourly	111.151	116.618	122.048	128.072	134.077
	Bi-Weekly	8,892.08	9,329.44	9,763.84	10,245.76	10,726.16
	Annual	231,194	242,565	253,859	266,389	278,880

Effective June 1, 2015

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	34.243	35.910	37.575	39.410	41.258
	Bi-Weekly	2,739.44	2,872.80	3,006.00	3,152.80	3,300.64
	Annual	71,225	74,692	78,156	81,972	85,816
K01	Hourly	40.172	42.147	44.137	46.272	48.416
	Bi-Weekly	3,213.76	3,371.76	3,530.96	3,701.76	3,873.28
	Annual	83,557	87,665	91,804	96,245	100,705
K02	Hourly	47.669	50.039	52.321	54.870	57.448
	Bi-Weekly	3,813.52	4,003.12	4,185.68	4,389.60	4,595.84
	Annual	99,151	104,081	108,827	114,129	119,491
K03	Hourly	59.277	62.188	65.040	68.162	71.342
	Bi-Weekly	4,742.16	4,975.04	5,203.20	5,452.96	5,707.36
	Annual	123,296	129,351	135,283	141,776	148,391
K04	Hourly	65.689	68.870	72.035	75.544	79.025
	Bi-Weekly	5,255.12	5,509.60	5,762.80	6,043.52	6,322.00
	Annual	136,633	143,249	149,832	157,131	164,372
K05	Hourly	72.035	75.544	79.025	82.863	86.715
	Bi-Weekly	5,762.80	6,043.52	6,322.00	6,629.04	6,937.20
	Annual	149,832	157,131	164,372	172,355	180,367
K06	Hourly	78.398	82.220	86.041	90.221	94.437
	Bi-Weekly	6,271.84	6,577.60	6,883.28	7,217.68	7,554.96
	Annual	163,067	171,017	178,965	187,659	196,428
K07	Hourly	84.762	88.907	93.010	97.557	102.117
	Bi-Weekly	6,780.96	7,112.56	7,440.80	7,804.56	8,169.36
	Annual	176,304	184,926	193,460	202,918	212,403
K08	Hourly	91.115	95.563	100.047	104.931	109.806
	Bi-Weekly	7,289.20	7,645.04	8,003.76	8,394.48	8,784.48
	Annual	189,519	198,771	208,097	218,256	228,396
K09	Hourly	97.473	102.241	107.010	112.253	117.517
	Bi-Weekly	7,797.84	8,179.28	8,560.80	8,980.24	9,401.36
	Annual	202,743	212,661	222,580	233,486	244,435
K10	Hourly	103.854	108.920	113.996	119.603	125.224
	Bi-Weekly	8,308.32	8,713.60	9,119.68	9,568.24	10,017.92
	Annual	216,016	226,553	237,111	248,774	260,465
K11	Hourly	113.374	118.950	124.489	130.633	136.759
	Bi-Weekly	9,069.92	9,516.00	9,959.12	10,450.64	10,940.72
	Annual	235,817	247,416	258,937	271,716	284,458

Effective December 1, 2015

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	34.928	36.628	38.327	40.198	42.083
	Bi-Weekly	2,794.24	2,930.24	3,066.16	3,215.84	3,366.64
	Annual	72,650	76,186	79,720	83,611	87,532
K01	Hourly	40.975	42.990	45.020	47.197	49.384
	Bi-Weekly	3,278.00	3,439.20	3,601.60	3,775.76	3,950.72
	Annual	85,228	89,419	93,641	98,169	102,718
K02	Hourly	48.622	51.040	53.367	55.967	58.597
	Bi-Weekly	3,889.76	4,083.20	4,269.36	4,477.36	4,687.76
	Annual	101,133	106,163	111,003	116,411	121,881
K03	Hourly	60.463	63.432	66.341	69.525	72.769
	Bi-Weekly	4,837.04	5,074.56	5,307.28	5,562.00	5,821.52
	Annual	125,763	131,938	137,989	144,612	151,359
K04	Hourly	67.003	70.247	73.476	77.055	80.606
	Bi-Weekly	5,360.24	5,619.76	5,878.08	6,164.40	6,448.48
	Annual	139,366	146,113	152,830	160,274	167,660
K05	Hourly	73.476	77.055	80.606	84.520	88.449
	Bi-Weekly	5,878.08	6,164.40	6,448.48	6,761.60	7,075.92
	Annual	152,830	160,274	167,660	175,801	183,973
K06	Hourly	79.966	83.864	87.762	92.025	96.326
	Bi-Weekly	6,397.28	6,709.12	7,020.96	7,362.00	7,706.08
	Annual	166,329	174,437	182,544	191,412	200,358
K07	Hourly	86.457	90.685	94.870	99.508	104.159
	Bi-Weekly	6,916.56	7,254.80	7,589.60	7,960.64	8,332.72
	Annual	179,830	188,624	197,329	206,976	216,650
K08	Hourly	92.937	97.474	102.048	107.030	112.002
	Bi-Weekly	7,434.96	7,797.92	8,163.84	8,562.40	8,960.16
	Annual	193,308	202,745	212,259	222,622	232,964
K09	Hourly	99.422	104.286	109.150	114.498	119.867
	Bi-Weekly	7,953.76	8,342.88	8,732.00	9,159.84	9,589.36
	Annual	206,797	216,914	227,032	238,155	249,323
K10	Hourly	105.931	111.098	116.276	121.995	127.728
	Bi-Weekly	8,474.48	8,887.84	9,302.08	9,759.60	10,218.24
	Annual	220,336	231,083	241,854	253,749	265,674
K11	Hourly	115.641	121.329	126.979	133.246	139.494
	Bi-Weekly	9,251.28	9,706.32	10,158.32	10,659.68	11,159.52
	Annual	240,533	252,364	264,116	277,151	290,147

Effective December 1, 2016

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	35.714	37.452	39.189	41.102	43.030
	Bi-Weekly	2,857.12	2,996.16	3,135.12	3,288.16	3,442.40
	Annual	74,285	77,900	81,513	85,492	89,502
K01	Hourly	41.897	43.957	46.033	48.259	50.495
	Bi-Weekly	3,351.76	3,516.56	3,682.64	3,860.72	4,039.60
	Annual	87,145	91,430	95,748	100,378	105,029
K02	Hourly	49.716	52.188	54.568	57.226	59.915
	Bi-Weekly	3,977.28	4,175.04	4,365.44	4,578.08	4,793.20
	Annual	103,409	108,551	113,501	119,030	124,623
K03	Hourly	61.823	64.859	67.834	71.089	74.406
	Bi-Weekly	4,945.84	5,188.72	5,426.72	5,687.12	5,952.48
	Annual	128,591	134,906	141,094	147,865	154,764
K04	Hourly	68.511	71.828	75.129	78.789	82.420
	Bi-Weekly	5,480.88	5,746.24	6,010.32	6,303.12	6,593.60
	Annual	142,502	149,402	156,268	163,881	171,433
K05	Hourly	75.129	78.789	82.420	86.422	90.439
	Bi-Weekly	6,010.32	6,303.12	6,593.60	6,913.76	7,235.12
	Annual	156,268	163,881	171,433	179,757	188,113
K06	Hourly	81.765	85.751	89.737	94.096	98.493
	Bi-Weekly	6,541.20	6,860.08	7,178.96	7,527.68	7,879.44
	Annual	170,071	178,362	186,652	195,719	204,865
K07	Hourly	88.402	92.725	97.005	101.747	106.503
	Bi-Weekly	7,072.16	7,418.00	7,760.40	8,139.76	8,520.24
	Annual	183,876	192,868	201,770	211,633	221,526
K08	Hourly	95.028	99.667	104.344	109.438	114.522
	Bi-Weekly	7,602.24	7,973.36	8,347.52	8,755.04	9,161.76
	Annual	197,658	207,307	217,035	227,631	238,205
K09	Hourly	101.659	106.632	111.606	117.074	122.564
	Bi-Weekly	8,132.72	8,530.56	8,928.48	9,365.92	9,805.12
	Annual	211,450	221,794	232,140	243,513	254,933
K10	Hourly	108.314	113.598	118.892	124.740	130.602
	Bi-Weekly	8,665.12	9,087.84	9,511.36	9,979.20	10,448.16
	Annual	225,293	236,283	247,295	259,459	271,652
K11	Hourly	118.243	124.059	129.836	136.244	142.633
	Bi-Weekly	9,459.44	9,924.72	10,386.88	10,899.52	11,410.64
	Annual	245,945	258,042	270,058	283,387	296,676

Effective June 1, 2017

**SCHEDULE VI  
BUREAU OF HUMAN RESOURCES  
MEDICAL PRACTITIONER COMPENSATION PLAN  
SEIU LOCAL 20 HEALTH**

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>
K0	Hourly	36.428	38.201	39.973	41.924	43.891
	Bi-Weekly	2,914.24	3,056.08	3,197.84	3,353.92	3,511.28
	Annual	75,770	79,458	83,143	87,201	91,293
K01	Hourly	42.735	44.836	46.954	49.224	51.505
	Bi-Weekly	3,418.80	3,586.88	3,756.32	3,937.92	4,120.40
	Annual	88,888	93,258	97,664	102,385	107,130
K02	Hourly	50.710	53.232	55.659	58.371	61.113
	Bi-Weekly	4,056.80	4,258.56	4,452.72	4,669.68	4,889.04
	Annual	105,476	110,722	115,770	121,411	127,115
K03	Hourly	63.059	66.156	69.191	72.511	75.894
	Bi-Weekly	5,044.72	5,292.48	5,535.28	5,800.88	6,071.52
	Annual	131,162	137,604	143,917	150,822	157,859
K04	Hourly	69.881	73.265	76.632	80.365	84.068
	Bi-Weekly	5,590.48	5,861.20	6,130.56	6,429.20	6,725.44
	Annual	145,352	152,391	159,394	167,159	174,861
K05	Hourly	76.632	80.365	84.068	88.150	92.248
	Bi-Weekly	6,130.56	6,429.20	6,725.44	7,052.00	7,379.84
	Annual	159,394	167,159	174,861	183,352	191,875
K06	Hourly	83.400	87.466	91.532	95.978	100.463
	Bi-Weekly	6,672.00	6,997.28	7,322.56	7,678.24	8,037.04
	Annual	173,472	181,929	190,386	199,634	208,963
K07	Hourly	90.170	94.580	98.945	103.782	108.633
	Bi-Weekly	7,213.60	7,566.40	7,915.60	8,302.56	8,690.64
	Annual	187,553	196,726	205,805	215,866	225,956
K08	Hourly	96.929	101.660	106.431	111.627	116.812
	Bi-Weekly	7,754.32	8,132.80	8,514.48	8,930.16	9,344.96
	Annual	201,612	211,452	221,376	232,184	242,968
K09	Hourly	103.692	108.765	113.838	119.415	125.015
	Bi-Weekly	8,295.36	8,701.20	9,107.04	9,553.20	10,001.20
	Annual	215,679	226,231	236,783	248,383	260,031
K10	Hourly	110.480	115.870	121.270	127.235	133.214
	Bi-Weekly	8,838.40	9,269.60	9,701.60	10,178.80	10,657.12
	Annual	229,798	241,009	252,241	264,648	277,085
K11	Hourly	120.608	126.540	132.433	138.969	145.486
	Bi-Weekly	9,648.64	10,123.20	10,594.64	11,117.52	11,638.88
	Annual	250,864	263,203	275,460	289,055	302,610

## APPENDIX C

### Cook County Benefit Overview

HMO(s)	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
Classic Blue Option	In Effect	Eliminated
<i>Out of Pocket Maximum</i>	Drug Copays do not accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,500 single / \$3,000 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$10 copay	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$10 copay	\$15 copay
<i>Specialists</i>	\$10 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$10 copay	\$15 copay
<i>Emergency Room</i>	\$40 copay	\$75 copay

PPO	Benefits Effective until 11/30/2015	Benefits Effective 12/1/2015
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do not accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$125 / \$250 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,500/\$3,000 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	90% coinsurance after \$25 copay / 60% Out of network	\$0 copay (100% Covered)

<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or</i>	90% In network 60% Out of network	90% in network 60% Out of network

<i>hospital)</i>		
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$40 copay	\$75 copay

**Cook County Benefit Overview (Cont.)**

<b>Drug</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Prescription Drugs – Retail</i>	Generic: \$7 copay Brand Formulary: \$15 copay Brand Non-Formulary: \$25 copay Mail Order: 2 x retail	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	N/A	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	N/A	Mandatory mail-order for maintenance drugs

<b>Vision</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Eye Examination</i>	\$0 copay Once per 12 months	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$0 copay up to \$100 Once per 12 months	\$0 copay up to \$100 Once per 12 months

*\*Either eyeglass lenses OR contact lenses are covered every 12 months*

**Cook County Benefit Overview (Cont.)**

<b>Dental – HMO</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Annual Deductible</i>	\$0 (None)	\$0 (None)
<i>Benefit Period Maximum</i>	None	None
<i>Preventive</i>	100% of Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

<b>Dental – PPO</b>	<b>Benefits Effective until 11/30/2015</b>	<b>Benefits Effective 12/1/2015</b>
<i>Annual Deductible</i>	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)	\$25 Individual / \$100 Family (In network) \$50 Individual / \$200 Family (Out of network)

<i>Preventive (2 exams / cleanings per Benefit Period)</i>	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)	100% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Primary Services X-Rays Space Maintainers</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Restorative Services Routine Fillings</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Emergency Services</i>	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out)	50% of Maximum Allowance (In and out)

Appendix C-5

	of network)	of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)	50% up to a lifetime max of \$1,250 (In and out of network)

**Cook County Benefit Overview (Cont.)**

**Employee Contributions – As a Percentage of Salary (Pre-Tax)**

<b>Blue Advantage HMO</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Employee Only	0.50%	1.00%	1.50%
Employee + Spouse	1.00%	1.50%	2.00%
Employee + Child(ren)	0.75%	1.25%	1.75%
Employee + Family	1.25%	1.75%	2.25%

<b>PPO</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Employee Only	1.50%	2.00%	2.50%
Employee + Spouse	2.00%	2.50%	3.00%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	2.75%	3.25%

<b>Dental</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
HMO	\$0	\$0	\$0
PPO	\$0	\$0	\$0

<b>Vision</b>	<b>Effective until 11/30/2015</b>	<b>Effective 12/1/2015</b>	<b>Effective 12/1/2016</b>
Vision Plan	\$0	\$0	\$0

**SIDE LETTER**

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 unit employees shall be within and not to exclude any bargaining unit employee or position from any of the bargaining units.

## **SIDE LETTER**

The Employer and the Union agree to explore the possibility of developing a new pay schedule for all bargaining units represented by the Union through negotiation and by mutual agreement.

The development and implementation of a new pay schedule shall be contingent on a review and amendment of all job titles. The Employer will provide a quarterly report on its progress on the review and amendment of job titles. Upon receipt of the quarterly update, the Union has thirty (30) days to provide any comments, questions, or concerns in writing to the Employer. Those comments, questions, and concerns will be addressed by the Employer in the following quarterly update.

A single pay schedule for all bargaining unit employees is the shared goal of the Employer and the Union. Any final pay schedule shall be negotiated and mutually agreed upon by the Employer and the Union. Any final pay schedule shall not decrease the current salaries of any bargaining unit employees.

The Union reserves all legal rights. By entering this agreement, the Union does not withdraw its current equity adjustment proposals. By entering this agreement, the Union does waive its rights to negotiate wages and/or terms and conditions of employment in the administration of the existing collective bargaining agreement.

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