COLLECTIVE BARGAINING AGREEMENT

Between

Local No. 743
(Affiliated with the International Brotherhood of Teamsters, AFL-CIO)
(Representing Provident Hospital Employees)

HEALTHCARE, PROFESSIONAL, TECHNICAL,
OFFICE WAREHOUSE AND MAIL ORDER EMPLOYEES, UNION

And

COUNTY OF COOK

December 1, 2020 - November 30, 2024

Effective upon Approval by the Cook County Board of Commissioners

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

MAY 1 2 2022

COM _____

TABLE OF CONTENTS

COLLECTIVE BARGAINING AGREEMENT 1

PREAMBLE 1

ARTICLE I 1

Section 1.1 Representation: 1
Section 1.2 Union Membership: 1
Section 1.3 Dues Checkoff: 2
Section 1.4 Indemnification: 2

ARTICLE II 2

Section 2.1 Community Interest: 2
Section 2.2 County Authority: 3
Section 2.3 County Obligation: 3
Section 2.4 Employee Obligation: 3
Section 2.5 Union and County Meetings: 3
Section 2.6 Union and County Meetings Health Care: 3
Section 2.7 Maintenance of Standards: 4
Section 2.8 Erosion of Bargaining Unit Work: 4

ARTICLE III 4

Section 3.1 Purpose of Article: 4
Section 3.2 Regular Work Periods: 4
Section 3.3 Overtime Pay: 4
Section 3.4 No Duplication of Overtime Pay: 5
Section 3.5 Time Considered as Time Worked: 5
Section 3.6 Overtime Work: 5
Section 3.7 Weekends: 5
Section 3.8 Flextime: 6
Section 3.9 Report to Work: 6
Section 3.10 Work Schedules: 6
Section 3.11 Weekend/Holiday Scheduling: 6
Section 3.12 Weekend Differential: 6

ARTICLE IV 6

Section 4.1 Probationary Period: 6
Section 4.2 Definition of Seniority: 7
Section 4.3 Promotion and Layoff Preference: 7
Section 4.4 Reduction in Work Force: 7
Section 4.5 Promotion and Assignment: 8
Section 4.6 Shift Assignments: 9
Section 4.7 Return to Former Job: 9
Section 4.8 Return to Represented Unit: 9
Section 4.9 Seniority List: 9
Section 4.10 Termination of Seniority: 10

Section 4.11 Transfer of Stewards: 11
Section 4.12 Discipline: 11

ARTICLE V 11

Section 5.1 Job Classifications/Rates of Pay: 11
Section 5.2 New, Changed or Misclassifications; Job Audit/Classification Review: 12
Section 5.3 Classification and Grade Changes: 13
Section 5.4 Shift Differential: 14
Section 5.5 Part-Time Employees: 15
Section 5.6 Call-In Pay: 15
Section 5.7 Mandatory Department Meetings Pay: 15
Section 5.8 Advanced Step Hiring: 15

ARTICLE VI 15

Section 6.1 (a) Regular Holidays: 15
Section 6.2 Eligibility: 16
Section 6.3 Working Holidays/Compensating Days Off: 16
Section 6.4 Holidays in Vacations: 16
Section 6.5 Failure to Report: 16
Section 6.6 Holiday Pay: 16

ARTICLE VII 17

Section 7.1 Eligibility: 17
Section 7.2 Eligibility Year: 17
Section 7.3 Vacation Accrual: 17
Section 7.4 Vacation Pay: 17
Section 7.5 Vacation Preference and Scheduling: 17
Section 7.6 Accrued Benefits at Separation: 18
Section 7.7 Failure to Report: 18

ARTICLE VIII 18

Section 8.1 Hospitalization Insurance; Employee Contributions: 18
Section 8.2 Sick Pay: 18
Section 8.3 Disability Benefits: 19
Section 8.4 Life Insurance: 19
Section 8.5 Pension Plan: 20
Section 8.6 Dental Plan: 20
Section 8.7 Vision Plan: 20
Section 8.8 Hospitalization - New Hires: 20
Section 8.9 Flexible Benefits Plan: 20

ARTICLE IX 20

Section 9.1 Bereavement Pay: 20
Section 9.2 Jury Make-Up Pay: 21
Section 9.3 Election Day: 21
Section 9.4 School Conference and Activity Leave: 21

ARTICLE X **21**

Section 10.1 Regular Leave: 21
Section 10.2 Sick Leave: 22
Section 10.3 Seniority on Leave: 22
Section 10.4 Retention of Benefits: 22
Section 10.5 Union Leave: 22
Section 10.6 Military Leave: 23
Section 10.7 Maternity Leave: 23
Section 10.8 Use of Benefit Time: 23
Section 10.9 Family and Medical Leave: 23
Section 10.10 Use of Benefit Time: 23
Section 10.11 Parental Leave: 24

ARTICLE XI **24**

Section 11.1 Policy: 24
Section 11.2 Definition: 24
Section 11.3 Representation: 25
Section 11.4 Grievance Procedure Steps: 25
Section 11.5 Time Limits: 26
Section 11.6 Stewards: 26
Section 11.7 Union Representatives: 26
Section 11.8 Impartial Arbitration: 26
Section 11.9 Grievance Meetings: 27

ARTICLE XII **27**

Section 12.1 No Strike: 27
Section 12.2 Union Responsibility: 27
Section 12.3 Discharge of Violators: 28
Section 12.4 No Lock-Out: 28
Section 12.5 Reservation of Rights: 28

ARTICLE XIII **28**

Section 13.1 No Discrimination: 28
Section 13.2 Safety: 28
Section 13.3 Doctor's Statement: 29
Section 13.4 Voluntary Workers: 29
Section 13.5 Bulletin Boards: 29
Section 13.6 Partial Invalidity: 29
Section 13.7 Uniforms: 29
Section 13.8 Representation at Security Investigations: 29
Section 13.9 Training in New Techniques: 29
Section 13.10 Credit Union: 30
Section 13.11 Personnel Files: 30
Section 13.12 Management Attitude: 30
Section 13.13 Americans with Disabilities Act: 30
Section 13.14 Parking: 30

Section 13.15 Sub-Contracting: 30
Section 13.16 Tuition Reimbursement: 31
Section 13.17 Distribution of Workloads: 31
Section 13.18 Security Cameras: 31
Section 13.19 Printing Collective Bargaining Agreements: 31
Section 13.20 Policy Changes: 31
Section 13.21 Recording/GPS/AVL Devices: 31

ARTICLE XIV 31

Section 14.1 Term: 31
Section 14.2 Notice: 32

COLLECTIVE BARGAINING AGREEMENT

PREAMBLE

This Collective Bargaining Agreement is made and entered into, effective as of December 1, 2008 between the Health Care, Professional, Technical, Office Warehouse and Mail Order Employees Union, Local 743, International Brotherhood of Teamsters, (hereinafter referred to as the "Union"), and the County of Cook, (hereinafter referred to as the "County").

ARTICLE I
Recognition

Section 1.1 Representation:

The County recognizes the Union as the sole and exclusive Bargaining Agency for all full-time and regular part-time employees of the County (except those employees working less than twenty (20) hours per week) at Provident Hospital and its satellite clinics employed in the categories and departments set forth in Appendix A with the exception of all supervisory employees as defined in the Illinois Labor Relations Act, and all other employees.

Section 1.2 Union Membership:

The County does not object to Union membership by its employees and believes that certain benefits may inure from such membership. For the purpose of this Section, an employee shall be considered to be a member of the Union if he/she timely tenders the dues and initiation fee as a condition of membership.

The County 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.

The Union shall be notified of New Employee Orientation ("NEO") sessions conducted by the County. The County shall provide the Union with a minimum of one week's notice of the session. If new members of a Union bargaining unit attend the NEO session, the Union will be permitted up to one (1) hour during the NEO session to acquaint them with the collective bargaining agreement and the Union's role in administering it. This time will normally be scheduled at the end of the session, unless mutually agreed otherwise. Attendance during this phase of the NEO session will be without loss of pay.

The Union shall have the right to conduct union orientation for each new bargaining unit employee (and for bargaining unit employees transferring to a new position covered by a different local union) during the employee's first two weeks of employment in the bargaining unit or new position covered by a different local union at a time mutually agreeable to the parties, unless the Employer is conducting a new employee orientation within 2 weeks of the new employee's date of hire.

Section 1.3 **Dues Checkoff:**

A. Deductions: 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. Deductions. The request shall be on a form agreed to by the parties. The amounts deducted shall be set by the Union.

B. Remittance: The deductions shall be remitted to the Union along with a list of all employees covered by the Agreement, each bargaining unit employee's salary, and the amount deducted from each employee.

The Employer shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, and fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. The Employer 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 deductions shall be remitted to the Union along with a list including the name, address, social security number, each bargaining unit employee's salary, and amount of deduction for each employee. The amounts deducted shall be set by the Union. Should the payroll system become capable of further deductions, the Employer agrees to cooperate with reasonable requests for additional deductions.

Section 1.4 **Indemnification:**

The Union shall indemnify and save the County harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of any action taken by the County for the purpose of complying with any provisions of this Agreement. If an incorrect deduction is made, the Union shall refund any such amount directly to the involved employee.

ARTICLE II
Declaration of Purpose and Authority of the County

Section 2.1 **Community Interest:**

The parties acknowledge the interest of the general community in the medical care offered by the Hospital and its employees and declare their intent that this humanitarian service shall not be interrupted by reason of any dispute or disagreement among the Union, the Hospital or its employees. The purpose of this Agreement is to establish and maintain harmony and cooperation between the Hospital and the employees by setting forth the complete understanding between the County and Union with respect to wages, hours and other terms and conditions of employment of such employees, and to provide an orderly procedure for the prompt and fair disposition of any grievances that might arise, thereby assuring patients at the Hospital that, with the flexibility in the use of Hospital personnel provided herein, they will receive efficient and uninterrupted care at all time.

Section 2.2 <u>County Authority:</u>

For the purpose of assuring the maintenance of efficient and uninterrupted medical care and recognizing that all functions of the Hospital are integrally related to such care, the parties agree that the County shall have full right and authority to manage all functions of the Hospital and to direct its employees, except as such rights are specifically limited by this Agreement. These rights include, but are not limited to, the right to manage the business of the Hospital; to determine standards of patient care; to develop and use new methods, procedures and equipment; to train employees; to decide whether to purchase or use its own personnel; to direct the working force; to determine the schedules and nature of work to be performed by employees, and the methods, procedures and equipment to be utilized by the employees in the performance of their work; to eliminate, consolidate and develop new classifications, operating units and departments; to achieve the highest level of employee performance and production consistent with safety, good health and sustained effort; to make and enforce reasonable rules of conduct and regulations; to hire, lay off, promote and transfer employees, to discipline or discharge employees for just cause; to utilize employees wherever and however necessary in case of emergency, or in the interest of patient care or the efficient operation of the Hospital; and to maintain safety, efficiency and order in the Hospital. The exercise or non-exercise of rights hereby retained by the County shall not be construed as waiving any such right, or the right to exercise them in some other way in the future.

Section 2.3 <u>County Obligation:</u>

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

Section 2.4 <u>Employee Obligation:</u>

The parties recognize that there may be reasonable differences of opinion as to whether a particular work assignment to an employee is within a specific limitation of this Agreement. It is agreed that in such instance the employee shall comply with the assignment and shall then utilize the grievance procedure, if necessary, to settle the difference.

Section 2.5 <u>Union and County Meetings:</u>

For the purpose of conferring on matters of mutual interest which are not appropriate for consideration under the grievance procedure, the Union and County agree to meet periodically through designated representatives at the request of either party and at mutually agreed upon times and locations. The party requesting the meeting shall prepare a written agenda one week prior to meeting if so asked by the other party. The Union and County shall each designate not more than five (5) representatives to a labor-management committee for this purpose. Both parties agree that prompt responses to issues raised in these meetings are of primary importance. Therefore, such responses shall not exceed thirty (30) days from the time of meeting as far as possible.

Section 2.6 <u>Union and County Meetings Health Care:</u>

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees, each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one (1) week prior

to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

Section 2.7 Maintenance of Standards:

No employees covered by this Agreement shall suffer any loss of wages through the signing of this Agreement. It is agreed that the County will not negotiate over terms and conditions of employment with individual employees but only with the Union as the exclusive bargaining agent for the employees covered by this Agreement.

Section 2.8 Erosion of Bargaining Unit Work:

The parties agree that it is the intent of the Employer to limit the performance of bargaining unit work to bargaining unit members. To that end, the Employer agrees that supervisory personnel shall act in a supervisory capacity and shall not regularly perform the work of bargaining unit employees, except in emergency situations.

ARTICLE III
Hours of Work and Overtime

Section 3.1 Purpose of Article:

The provisions of this Article are intended to provide the basis for calculating overtime pay, and shall not be construed as a guarantee of hours of work per day or days per week or pay in lieu thereof, or as a limitation upon the maximum hours per day or per week which may be required.

Section 3.2 Regular Work Periods:

The regular workday for a full-time employee shall consist of eight (8) consecutive hours of work, including a forty-five (45) minute paid lunch period, within the twenty-four (24) hour period beginning at his/her scheduled starting time. Each full-time employee will be afforded a fifteen (15) minute paid break during the workday.

The regular workday for some attendants and ward clerks may be scheduled by the Hospital as eight and one quarter (8-1/4) consecutive hours including a forty-five (45) minute paid lunch period and two (2) fifteen (15) minute paid breaks during the work day.

Building and grounds employees will be given breaks during severely cold weather. The regular pay period shall consist of two (2) regular work weeks.

Section 3.3 Overtime Pay:

An employee shall be paid one and one-half times the total of the employee's regular hourly rate (including any shift differential) for all hours worked in excess of eight (8) in any regular workday, or over eighty (80) in any regular pay period. Daily overtime pay shall not be paid for excess hours worked on any day because of a permanent change in an employee's schedule, if the employee is free

from all duty for at least eight (8) hours after completing his/her first eight (8) hours of work that day. Employees shall not be laid off from their regularly scheduled work to avoid the payment of overtime.

Section 3.4 <u>No Duplication of Overtime Pay:</u>

There shall be no pyramiding or duplicating of overtime pay. Hours compensated for at overtime rates under one provision of this Agreement shall be excluded as hours worked in computing overtime pay under any other provision. When two or more provisions requiring the payment of overtime or other premium pay are applicable, the one most favorable to the employee shall apply.

Section 3.5 <u>Time Considered as Time Worked:</u>

Paid vacation time and holiday time, including a compensating day off, as defined in this Agreement, shall be considered as hours worked for the purpose of computing overtime. Time spent on jury duty shall also be considered as time worked for overtime purposes.

Section 3.6 <u>Overtime Work:</u>

Employees will be expected to perform any reasonable amounts of overtime work assigned to them. The County will attempt to assign overtime work to the employees who are immediately available when the need for overtime occurs (unforeseen overtime) and who normally and customarily perform the work involved, except that in the cases of emergency the County may assign the overtime work to any employees immediately available. It is understood that should there be a shortage of qualified employees due to employees not reporting on their scheduled shift the County shall, after offering the work to more senior employees on the shift in the classification, have the right to assign the least senior employee on the shift in the classification to perform the work (in reverse order of seniority) Once an employee has been assigned and worked overtime, that employee's name should be moved to the bottom of the overtime list and management shall not recall that employee for overtime until all employees on the overtime list have been assigned overtime in reverse order of seniority. If such employee leaves work, he/she shall be subject to discipline and the County may assign the work to the next least senior employee in the classification on the shift. It is the intention of the parties that overtime will be distributed equitably among the employees in the same job classification within a department or operating unit. In the event, the need for overtime is foreseen (i.e., vacation, sick, etc.), overtime shall be posted to allow all bargaining unit employees the opportunity to bid for the available overtime. Preference for the awarding of foreseen posted overtimes shall be in seniority order. In the event an employee for any reason does not receive a fair share of overtime, the employee shall not be entitled to payment for overtime not worked, but the Hospital will, when the matter is called to its attention, give preference to such employee with respect to future overtime assignments for which he/she would be normally eligible until a reasonably fair balance in the overtime distribution is re-established. The Hospital shall maintain such records as may be necessary to establish the overtime hours worked by each employee, which records shall be available for inspection by the Union.

Section 3.7 <u>Weekends:</u>

A weekend is defined as beginning with the day shift Saturday and continuing through the night shift Sunday.

Section 3.8 Flextime:

Flex time schedules shall be granted for legitimate and compelling personal reasons (including educational leave for work related classes) when consistent with the operational needs of the hospital. Requests for flex time must be submitted by the employee at least two (2) weeks in advance or when the situation is first known to the employee but in no event less than one (1) week before the flex time schedule becomes effective. Flex time privileges may be cancelled or suspended by the employer for legitimate operational reasons or due to misuse by the employee with proper timely notification.

Section 3.9 Report to Work:

Employees who will not be reporting to work are expected to call-in and notify designated person or to utilize the defined alternative means within (2) hours of their scheduled start time.

Section 3.10 Work Schedules:

County shall establish work schedules two (2) pay periods in advance. After the work schedule has been established, changes shall be made only for legitimate hospital operational reasons. Employees shall be provided at least five (5) days' notice of foreseen changes in schedule. Employees will not be scheduled off from their regularly scheduled work to avoid payment of overtime.

Section 3.11 Weekend/Holiday Scheduling:

Weekends and holidays off work will be distributed by the Hospital as equally as practicable, in light of operating needs, among employees in each classification and work area. It is the intent of the Hospital to endeavor to schedule employees off two (2) weekends per month.

Within 30 days of Cook County Board ratification, the Hospital and Union shall begin to meet regarding this issue.

Section 3.12 Weekend Differential:

Effective the first full pay period after approval of this Collective Bargaining Agreement by the Cook County Board of Commissioners, employees in the following job classifications working on a weekend will be paid a premium of fifty ($.50) cents per hour for all weekend work: Patient Care Attendant.

ARTICLE IV
Seniority

Section 4.1 Probationary Period:

After the date of this Agreement, the probationary period for a new employee, or an employee hired after a break in continuous service, shall be 90 (ninety) calendar days. The probationary period shall be extended for a period equal to the time required for any formal training program required of any probationary employees, and the Union shall be consulted about the instituting of any such training program which extends the probationary period. A probationary employee shall have no seniority

and may be terminated at any time during the probationary period for any lawful reason, and shall have no recall rights or recourse to the grievance procedure with respect to any such discipline or discharge. Upon completion of the probationary period, the employee's seniority shall be computed as of the date of most recent hire.

Section 4.2 Definition of Seniority:

Seniority is an employee's length of most recent continuous employment at Provident Hospital since his/her last hiring date. In the event of employees hired on the same date, employee I.D. numbers will determine relative seniority for County purposes for all such employees who were employed at

Provident Hospital on or before December 31, 1999. For all employees hired at Provident Hospital on or after January 1, 2000, relative seniority for employees hired on the same date will be determined on an alphabetical basis Seniority within the classification of the Department will be controlling for purposes of vacations and shift assignments.

Section 4.3 Promotion and Layoff Preference:

In cases of promotion, layoff for a period in excess of five (5) days, and recalls for a period in excess of five (5) days, preference shall be given to employees as hereafter provided on the basis of:

(a) Seniority, and

(b) Ability and fitness to satisfactorily perform the required work.

When the qualifications in (b) are equal among the employees involved, seniority as defined in 4.2 shall be controlling.

Section 4.4 Reduction in Work Force:

The Union and the County agree that security in employment becomes relatively more important as employees increase their service at the Hospital. Should the County find it necessary to decrease the number of employees working within a job classification, the County shall give written notice to the Union at least thirty days (30) prior to the effective date of layoff of employees, except when a layoff of five (5) days or less is made under Section 3, in which case no notice need be given before or after such period. During that interim period, the County will meet with the Union to discuss any alternatives to the layoff of employees. Employees in the affected classifications shall be initially selected for layoff in accordance with Section 3, and shall be given notice thereof at least two (2) weeks prior to the effective date, except when a layoff of five (5) days or less is made under Section 3, in which case no notice need be given before or after such period. An employee so selected shall be one who had not completed his/her probationary period and then in inverse order of seniority within the affected classification.

A lay-off meeting will be held after notification of a lay-off, but before the actual lay-off to allow affected employees to exercise their lay-off rights.

1. Employees identified for layoff will be listed in order of seniority without regard to job title or classification. Employees then will be allowed to exercise their rights under Article IV, Section 3 in order of seniority (with the most senior employee acting first).

2. An employee first will be allowed to claim vacancies for positions in any classification for which the employee is qualified based on ability and fitness, meaning the employee meets the minimum requirements as set forth in the job description for the position. Employees must

3. qualify themselves for placement into a position at the time of layoff. This means they must bring supporting documentation acceptable to management, certifications and/or proof of education and training to verify their minimum qualifications for a new position if they exercise rights to claim a vacancy or bump a probationary or less-senior employee.

4. If the foregoing steps in (1) and (2) do not result in the placement of the employee, he or she will be allowed to "bump" bargaining –unit wide beginning with his or her current classification. Only if the employee cannot "bump" within his or her classification, will the employee be allowed to "bump down in pay grades sequentially.

5. If there are not "bumping" opportunities in the next lower pay grade down for the employee identified for layoff, the employee then will continue to the following lower pay grades,

6. sequentially, until a placement opportunity arises. If there is an available position in the next lower pay grade down from the employee exercising rights, he or she must either accept the position or accept layoff. No employee may forego a "bumping" opportunity to take a position in a lower pay grade. The bumping process for any employee will end when the first position is available for which the employee is qualified.

7. All employees affected by the layoff must be present at the meetings. Teamsters Local 743 is authorized to and must make a selection on behalf of any absent employee or any employee who otherwise is unable to attend the meeting.

To the extent that it is consistent with the efficient operation of the Hospital and the seniority of the employees, those employees initially selected for layoff will be transferred to positions on the same shift as that worked by them immediately prior to being selected for layoff. Employees not having the right to be transferred to any job shall be laid off, and employees initially selected for layoff may accept it in lieu of any transfer as herein above provided. Employees laid off as a result of this procedure shall be subject to recall in accordance with the provisions of Section 4.3 before hiring new employees for a period of two (2) years after the layoff and the Employer shall notify laid-off employees during this period of such availability. Employees will be recalled to the classification held by them at the time of layoff, if a vacancy exists. Employees otherwise will be recalled to a vacancy in another classification, and subsequently returned to their classification prior to the layoff, all in accordance with Section 3. Employees may refuse recall to a classification other than that from which they were laid off. Employees on approved paid or unpaid leave of absence are subject to the provisions of this section.

Section 4.5 <u>Promotion and Assignment:</u>

Vacant positions will be posted electronically on the Cook County computerized application system (currently: Taleo) and may be simultaneously posted both internally and externally for a period of

fourteen (14) calendar days. During said 14 days, Bargaining Unit employees within a department will be given preferential consideration in accordance with Section 3 for promotion to a higher paying classification when a vacancy occurs in a classification. If the vacancy is not filled by a Bargaining Unit employee from within the department then Bargaining Unit employees in equal or lower pay grades or classifications or other departments within the facility who make application for the vacancy will be given preferential consideration in accordance with Section 3 before new employees are hired for the vacancy. Employees in higher paying classifications may make application and will be considered by the Hospital for transfer to a lower paying classification. Disciplinary action within the preceding twelve (12) months will not disqualify another qualified employee from being interviewed for a promotion.

The Hospital agrees to interview all qualified applicants from the bargaining unit.

Section 4.6 Shift Assignments:

When an employee requests in writing a different regular assignment within his/her department and current job classification, a notation or record shall be kept by the department head. While these assignments within a department and classification are strictly the decision of management, consideration should be given whenever reasonably possible to senior employees desiring specific job assignments.

In assigning employees to a different regular shift on a temporary basis, the qualified employee in the classification and in the department or division with the least seniority shall be so assigned, in the absence of a more senior qualified volunteer.

Section 4.7 Return to Former Job:

An employee who has been promoted, transferred or recalled to another job within the represented unit may be returned by the Hospital to the former job or status within a reasonable period, but not to exceed forty-five (45) calendar days, if the employee does not demonstrate the ability and fitness to satisfactorily perform the job to which promoted, transferred or recalled. During such forty-five (45) calendar days, an employee shall retain seniority in the job classification from which promoted, transferred or recalled, and only thereafter shall seniority be transferred to the new job classification. An employee who has accepted another job within the represented unit may ask to return to the former job within ten (10) calendar days after commencing work on the new job without loss of seniority in the old job.

Section 4.8 Return to Represented Unit:

An employee who has been promoted or transferred out of the represented unit, and who is later transferred back to the unit by the County, shall upon return to the unit be granted the seniority he/she would have had the employee continued to work in the classification from which promoted or transferred out of the unit; provided that such an employee may retain and exercise such rights under this Section on only one occasion.

Section 4.9 Seniority List:

Upon request of the Union, the County will furnish the Union a list showing the name, address, number, classification and last hiring date of each employee, and whether the employee is entitled to seniority or not. The list shall be furnished electronically. After furnishing any such list, an

employee or the Union must notify the County of any error within fifteen (15) calendar days thereafter, or the information so furnished will be considered correct and binding on the employee and the Union.

In addition, the County will provide to the Union a quarterly list of temporary employees requested through Human Resources Employment Office, or if said functions are transferred, the office assuming said function. The list will include said employees' date of hire, job classification, and department and anticipated date of separation.

At least quarterly, the County shall notify Local 743 In writing of the following personnel transactions involving bargaining unit employees within each department and on a work location basis: new hires, promotions, demotions, checkoff revocations, layoffs, re-employments, leaves, returns from leave, suspensions, discharges, terminations, retirements, and Social Security numbers. Local 743 shall, upon request, receive such information in excel format.

Section 4.10 <u>Termination of Seniority:</u>

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

(a) Resignation or retirement;

(b) Discharge for just cause;

(c) Absence for three (3) consecutive work days without notification to the department head or designee during such period of the reason for the absence, unless the employee has a reasonable explanation for not furnishing such notification;

(d) Failure to report to work at the termination of a leave of absence or vacation, unless the employee has a reasonable explanation for such failure to report for work;

(e) absence from work because of layoff or any other reason for six (6) months in the case of an employee with less than one (1) year of service when the absence began, or twelve (12) months in the case of all other employees except that this provision shall not apply in the case of an employee on an approved leave of absence, or absent from work because of illness or injury covered by duty disability or ordinary disability benefits;

(f) failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within sixteen (16) calendar days, after notice to report for work is sent by registered or certified mail, or by telegram, to the employee's last address on file with the Personnel Office where the employee works;

(g) Engaging in gainful employment while on an authorized leave of absence, unless permission to engage in such employment was granted in advance by the County in writing.

Section 4.11 Transfer of Stewards:

Employees acting as Union stewards under Article XI, Section 6, of this Agreement shall not be transferred from their job classifications or departments because of their activities on behalf of the

Union. Any transfers of Union stewards from their job classifications or departments, other than in an emergency, will be discussed with the Union in advance of any such transfers.\

Section 4.12 Discipline:

Employees who are to be or may be disciplined are entitled to Union representation exclusively in any disciplinary proceedings consistent with the Cook County Disciplinary Action Policy and Procedure. The Union and the County agree that discipline should be timely, progressive and accompanied by counseling. Verbal warnings will be expunged after 12 months as long as the employee is not guilty of the same or similar misconduct during that period.

A written reprimand will be disregarded after twelve (12) months if there has been no further disciplinary action.

Pre-disciplinary meetings shall be convened as soon as reasonably possible after the supervisor involved becomes aware of the alleged occurrence, but not later than thirty (30) calendar days after the date of the alleged occurrence or notification thereof., Time limits may be extended by mutual agreement, but in no case, shall a pre-disciplinary hearing be rescheduled more than two (2) times. The employee shall be notified in writing of the results of the pre-disciplinary meeting within ten (10) weekdays from the date of the hearing unless the hearing officer has issued a notice that an additional ten (10) weekdays will be needed in order to complete his or her determination. The additional ten (10) weekdays may be further extended by mutual agreement of the parties.

ARTICLE V
Rates of Pay

Section 5.1 Job Classifications/Rates of Pay:

Employees in the job classifications set forth in Appendix A to this Agreement shall receive the hourly rate provided for their respective grade and length of service in the job classification. Employees will be increased to the appropriate step upon completion of the required length of service in the classification.

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

- A $2,000 one-time payment to each member of the bargaining unit upon ratification of the CBA by the County Board of Commissioners.

- A $1,000 one-time pandemic payment to each member of the bargaining unit upon in accordance with the America Rescue Plan (ARP) upon ratification of the CBA by the County Board of Commissioners.

- Effective the first full pay period on or after June 1, 2021 the pay rates for all classifications shall be increased 1.50%.

- Effective the first full pay period on or after June 1, 2022 the pay rates for all classifications shall be increased 2.50%.

- Effective the first full pay period on or after December 1, 2022 a $1,000 one-time payment to each member of the bargaining unit.

- Effective the first full pay period on or after June 1, 2023 the pay rates for all classifications shall be increased 2.50%.

- Effective the first full pay period on or after June 1, 2024 the pay rates for all classifications shall be increased 2.00%.

Section 5.2 <u>New, Changed or Misclassifications; Job Audit/Classification Review:</u>

A. During the term of this Agreement, the County may establish new and changed job classifications, provided that a major alteration of the classification structure shall not be made. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set the rate of pay with the Union, using the duties, responsibilities, qualifications and grade levels of the classifications in Appendix A as a guide for determining the new rate. If the parties are unable to agree on the rate of pay, the County may put a rate into effect, and the Union, thereafter., may submit any dispute to the grievance procedure.

B. An employee also may request that his/her position be reclassified, and the request will be reviewed by the employee's Department Head; if the Department Head agrees that the request is reasonable and/or justified, the Department Head will promote the employee if possible, or include reclassification in the forth-coming departmental budget request. The County will discuss any reclassifications with the Union prior to implementation.

C. Within thirty (30) days from the effective date of this Agreement, the parties shall begin regular meetings of a joint committee that shall be established to discuss current job titles and pay grades of bargaining unit employees.

The committee shall begin meeting each year to review Union and employee-generated requests for upgrades and reclassifications. Such review shall include requests for individual desk audits, and sample desk audits to be applied to whole departments. The committee shall devote sufficient time in order to complete its discussions in a timely fashion. In any case, audits agreed upon shall be complete no later than June 1 of each year during this Agreement. During such process, there will be a free exchange of information and the parties will make reasonable attempts to review those requests which appear to have the most merit using objective and fair standards. After the review and analysis is completed, the County

will submit the Committee's findings to the appropriate departments and elected officials for their review. The decision as to whether to include any or all of the upgrades and reclassifications in budget requests shall be made using objective and fair standards.

The County acknowledges an obligation to pay employees in their proper classification and grade. In a case where an employee claims to be misclassified the parties shall determine how to proceed. In the event a job audit concludes that an employee is misclassified, the County shall act upon the results of the audit and do so within a reasonable time.

Section 5.3 <u>Classification and Grade Changes:</u>

If an employee is promoted, reclassified, demoted or transferred into another classification through the application of this Agreement, the following rules shall apply:

A. <u>Promotion:</u>

An employee who is promoted to a job in a higher salary grade shall be entitled to placement in the step of the new salary grade which will provide a salary increase at least two (2) steps above the salary received at the time the promotion is made, provided that --

1. The new salary does not exceed the maximum established for the grade to which the employee is promoted.
2. The new salary is not below the first step established for the grade to which the employee is promoted.

If the new classification represents a promotion from a classification outside the represented unit to a classification within the represented unit, the employee shall be placed in the lowest step in the progression schedule for the new classification which will provide the employee an increase in pay. Subsequent increases within any new classification shall occur as of the first pay period commencing after the effective date of placement in the new classification. In all cases of promotion, the effective date will set a new anniversary date.

B. <u>Reclassifications:</u>

1. An employee whose job is reclassified to a lower classification shall continue to receive compensation at the same rate received immediately prior to reclassification. Such action shall not change the employee's anniversary date.

   If the salary rate received immediately prior to reclassification is less than the last step rate of the lower classification, the employee shall be entitled to further step advancement.

2. An employee whose job is reclassified to a higher classification shall be placed in the first step of the higher grade which provides an increase one (1) step above the salary received at the time of the reclassification. Such action will change the employee's anniversary date.

In all cases of reclassification, the employee shall receive at least the first step of the grade to which the position is reclassified.

C. Demotions: The following shall apply to demotions from one grade to another:

1. An employee performing the duties of a job continuously since the beginning of Fiscal Year 1960, and demoted to a job in a lower salary grade, shall have the salary adjusted in the new job to the same step of the new salary grade as was received in the salary grade of the job from which demoted.

2. An employee promoted to a job in a higher salary grade after the beginning of Fiscal Year 1960 and subsequently demoted to a job in a lower salary grade, shall have the salary adjusted to the step of the salary grade to which the employee would be entitled had the employee remained in the salary grade from which the employee was promoted.

D. Transfers:

An employee transferring from one department to another in the same job classification and/or grade shall be eligible to receive the salary the employee has been receiving at the time of transfer. Such appointment shall not set a new anniversary date.

Section 5.4 Shift Differential:

A. A premium of sixty-five ($0.65) per hour will only be paid to employees assigned to either the of 3:00 p.m. to 11:00 p.m. shift or the 11:00 p.m. to shifts. The shifts at Provident Hospital are 7:00 a.m. to 11:00 p.m. and 11:00 p.m. to 7:00 a.m.

B. Pharmacy Technician Shift Differential: Pharmacy Technicians will be paid one dollar ($1.00) per hour for evening and night shift work. For the purpose of this Section, evening shift work is all work performed by an employee at least 3/4 of whose scheduled working hours are between 3:00 p.m. and 11:00 p.m., and night shift work is all work performed by an employee at least 3/4 of whose scheduled working hours are between 11:00 p.m. and 7:00 a.m. The shift premium will not be paid to a regular day shift employee who starts work before the employee's normal starting time and works into the employee's regular shift or who works beyond the employee's regular quitting time.

C. Pharmacy Technician Weekend Differential: All Pharmacy Technicians who work weekends will receive an additional $1.00 per hour for all weekend hours worked. Weekends are defined as all shifts starting between 12:01 a.m. Saturday through 11:59 p.m. Sunday.

D. Pharmacy Technician Antineoplastic Preparation Differential: All Pharmacy Technicians involved with the preparation of antineoplastic agents will receive an additional $1.25 per hour for hours worked. This differential shall be paid for hours worked between 7:00 a.m. and 6 p.m. only.

Employees involved with the preparation of Antineoplastic agents on the weekend shall receive both the weekend differential and the Antineoplastic differential.

Section 5.5 Part-Time Employees:

Regular part-time employees shall receive the hourly rate provided for the respective grade and length of service as set forth in Appendix "A" of this Agreement.

Part-time employees regularly employed for twenty (20) or more hours per week shall be entitled to vacations, sick pay, holidays, hospitalization insurance, life insurance, jury pay and bereavement pay on a pro rata basis.

Disability and pension benefits for all part-time employees will be determined by the provisions of the County Employees Pension Plan.

Section 5.6 Call-In Pay:

In the event an employee is called into work and their services are no longer needed, the employee shall be paid a minimum of three (3) hours of their rate of pay.

Section 5.7 Mandatory Department Meetings Pay:

If an employee is required to attend Mandatory department meetings on their off day, the employee.

Section 5.8 Advanced Step Hiring:

In hiring at an advanced step, credit shall be given on a uniform basis for prior experience in the classification for which hired, with placement up to longevity. A newly hired employee cannot be paid more than a current employee with comparable relevant years of professional experience and/or licensure or certification.

ARTICLE VI
Holidays

Section 6.1 (a) Regular Holidays:

The following are regular holidays:

New Year's Day
Lincoln's Birthday
Memorial Day
Independence Day
Indigenous People Day
(Formerly Columbus Day)
Thanksgiving Day
Martin Luther King's Birthday
Presidents' Day
Juneteenth (June 19th)
Labor Day
Veteran's Day
Christmas Day

(b) Floating Holiday:

In addition to the foregoing paid holidays, employees shall be credited with one (1) floating holiday on December 1 of each year, which may be scheduled in accordance with the procedures for vacation selection set forth in Article VII, Section 5. If an employee elects not to schedule said day as provided above, the employee may request to use his/her floating holiday at any time during the fiscal year. Requests shall not be unreasonably denied. If an employee is required to work on a scheduled floating holiday by the Employer, the employee shall be entitled to holiday pay pursuant to Article VI, Section 6.

Section 6.2 Eligibility:

To be eligible for holiday pay, an employee must satisfy each of the following requirements:

a. The employee must have worked the regularly scheduled number of hours on the last scheduled day before and the first scheduled day after the holiday, (not the compensating day off), unless the employee has a reasonable explanation for failing to report.

b. The employee must have worked at least forty (40) hours during the pay period in which the holiday occurs unless the employee was on vacation or paid sick leave during such period.

Section 6.3 Working Holidays/Compensating Days Off:

Because the Hospital operates every day of the year and it is not possible for all employees to be off duty on the same day, the County has the right at its sole discretion to require any employee to work on any of the holidays listed in Section 1. Any employee who works on a major holiday shall have the choice of a compensating day off with pay or an additional eight (8) hours straight-time pay at the rate received for working the holiday.

Section 6.4 Holidays in Vacations:

If a holiday falls within an employee's vacation, the employee will also be allowed a compensating day off.

Section 6.5 Failure to Report:

An employee scheduled to work on a holiday, but who fails to report shall, not be eligible for a paid holiday, unless the employee has a reasonable explanation for failing to report. If an employee is ill on a scheduled holiday, absence from work will be considered holiday time and not sick time.

Section 6.6 Holiday Pay:

Employees who are required to work on a holiday will be paid holiday pay (8 hours) plus time and half (1 ½) for all hours worked. Part-time employees regularly working twenty (20) or more hours per week shall receive holiday pay, including shift premium, on a pro rata basis.

ARTICLE VII
Vacations

Section 7.1 Eligibility:

Vacation credit shall be earned for each month during which the employee is in an active pay status for at least eighty (80) straight-time hours. The amount of annual paid vacation will be according to the following schedule:

Service	Vacation
1 Year	3 Weeks
5 Years	4 Weeks
10 Years	5 Weeks

Employees employed for six (6) months shall be entitled to one (1) week vacation with pay, which shall be deducted from the three (3) weeks' vacation with pay to which they are entitled after one (1) year.

Section 7.2 Eligibility Year:

An employee's vacation eligibility year shall be the twelve (12) month period immediately preceding the anniversary of his/her most recent date of hire. An employee must take the vacation to which entitled as of his/her most recent anniversary date during the twelve (12) month period following the anniversary date. Vacations may not be carried over beyond such period, and an employee will not be compensated for vacation time not taken. Employees with more than twelve (12) months of service will be permitted to take accrued time off as it is earned.

Section 7.3 Vacation Accrual:

During the employee's first four years of service, vacation credit will accrue at the rate of 4.62 hours each pay period; during the next five years at the rate of 6.16 hours per pay period; and thereafter at the rate of 7.7 hours per pay period.

Section 7.4 Vacation Pay:

Vacation pay shall include shift differential pay for employees who have been regularly assigned to evening or night shifts for a period of at least six (6) months prior to the time the vacation is taken. Employees so assigned to evening night shifts for only a portion of their regular work week shall receive pro rata inclusion of shift premium in their vacation pay. Temporary assignments of such employees to the day shift shall not affect their right to receive such shift differential as part of their vacation pay.

Section 7.5 Vacation Preference and Scheduling:

Insofar as practicable, vacations will be granted to meet the requests of employees, and seniority will control in conflicts in scheduling vacation periods. However, to insure the orderly operation of the Hospital and in the interest of patient care, the right to limit the number of employees who will be permitted to be on vacation at any one time is reserved to the County. On February 1 of each year, the County will notify the employees of their accrued vacation as of the previous January 1. On February 1 and August 1 of each year, the County also will post a schedule in each department or unit indicating the number of employees who will be permitted to be on vacation at any one time in

any one department or unit during the six (6) month periods commencing respectively on April 1 and October 1. By March 1 and September 1, respectively, employees shall indicate their preferred vacation periods, with second and third choices. The County thereafter will schedule vacations based on the employee's seniority as defined herein and bargaining unit staffing requirements; and a schedule thereof will be posted no later than ten (10) days prior to April 1 and October 1, respectively. When two (2) week's notice is given, employees thereafter may exchange or change vacation periods when time is available on the posted schedule. Emergency vacation requests for employees will continue to be granted whenever possible. It is understood that while requests for emergency vacation cannot be automatically granted in every instance, such requests should not be automatically denied as a matter of routine Hospital function. Other vacation requests will be granted, consistent with the number of employees who will be permitted to be on vacation at any one time. The County may change an employee's scheduled vacation when emergencies occur, after due consideration for inconvenience and cost to the employee. Emergency vacation time is not to be denied solely in order to place the employee in "O" status as a punitive measure.

Section 7.6 Accrued Benefits at Separation:

Upon termination of employment, the employee shall be paid all vacation and holiday pay accrued through the last day worked but shall not be paid for any accumulated sick time.

Section 7.7 Failure to Report:

An employee who fails to report for duty or calls in sick on the last scheduled day before vacation and/or the first scheduled day after vacation will be required to provide verifiable proof of medical or personal emergency to receive payment for the extended absence days(s)

ARTICLE VIII
Welfare Benefits

Section 8.1 Hospitalization Insurance; Employee Contributions:

The County agrees to maintain the current level of employee and dependent health benefits as negotiated and as detailed in the statement of benefits document maintained by the County's Department of Risk Management, and in accordance with the Cook County Healthcare Plan, Appendix C.

Section 8.2 Sick Pay:

An employee shall accumulate sick pay credits at the rate of one (1) day for each month of service in which the employee works or is paid for at least ten (10) working days. Employees may accumulate and carry over to the next fiscal year a maximum of one seventy-five (175) days. An employee will not earn sick pay credit while on leave of absence without pay, or during any period the employee is absent from work because of an occupational illness or injury. Employees using sick leave benefit will be paid at the straight time hourly rate, plus shift differential when applicable. Up to the employee's accumulated sick pay credits, an employee prevented from working because of the employee's illness or injury (other than an occupational illness or injury), or illness in the employee's immediate family, shall be entitled to receive sick pay for each day the employee otherwise would

have worked. Sick time is not to be used by employees as vacations or simply to take time off with pay. Employees shall not be disciplined for the bona fide use of sick time. Excessive absenteeism, patterns of absence or inability to provide a doctor's statement may subject an employee to disciplinary action. This section will be implemented as soon as practicable but no later than June 1, 1994.

Sick pay is granted by the County for personal or immediate family member illness, personal or immediate family medical or dental appointments, disability, injury (other than occupational illness or injury), or maternity or paternity leave. Sick pay may be used in minimum increments of one-half hour or the number of hours he/she would have worked on such date. For the purpose of this provision, "immediate family member" is defined as the employee's spouse, parent or child. When missing work for sickness or seeking to use sick leave, an employee is required to follow the CCHHS Personnel Rules and policies.

Section 8.3 <u>Disability Benefits:</u>

Employees incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Employees injured or sustaining occupational disease on duty, who are off work as result thereof for no more than five consecutive work days, may be allowed to use accrued sick leave for their days off; however, they shall not be permitted to apply for such sick leave until they have returned to work. Duty disability and ordinary disability benefits also will be paid to employees who are participants in the County Employee Pension Plan. Duty Disability benefits are paid to the employee by the Retirement Board when the employee is disabled while performing his/her duties. Benefits amount to seventy-five percent (75%) of the employee's salary at the time of injury and begin the day after the date his/her salary stops; such benefits to be reduced by any Workers' Compensation paid by the County. Ordinary disability occurs when a person becomes disabled due to any cause, other than injury on the job. An eligible employee who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, provided they are in no pay status at that date. If an employee receives accrued salary beyond the 31st day then disability payment will not begin until the 1st day the employee is in no-pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the employee and the County otherwise agree. The employee will not be required to use sick time and/or vacation time for any day of duty disability. A disabled employee is not required to be hospitalized at any institution operated by the County except as so ordered by the Industrial Commission. Since the County is responsible for the benefits payable in respect to disability due to occupational illness or injury, the County may monitor the medical services provided for an employee disabled due to occupational illness or injury. Disability benefits paid by the Annuity and Benefit Fund are subject to statutory limits.

Section 8.4 <u>Life Insurance:</u>

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

Section 8.5 Pension Plan:

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

Section 8.6 Dental Plan:

All employees shall be eligible to participate in the dental plan as detailed in the statement of benefits document maintained by the County's Department of Risk Management. No dental coverage shall be offered through the County's HMO plans.

Section 8.7 Vision Plan:

All employees shall be eligible to participate in the vision plan as detailed in the statement of benefits document maintained by the County's Department of Risk Management. No vision coverage shall be offered through the County's HMO plans.

Section 8.8 Hospitalization - New Hires:

All new employees covered by this Agreement shall be required to enroll in the County HMO plan of their choosing, such enrollment to be effective from the date of hire through the expiration of the first full health plan year following such date of hire.

Section 8.9 Flexible Benefits Plan:

All employees shall be eligible to participate, at no cost to them, in a flexible benefits plan to be established by the County. Such plan shall include segregated IRS accounts for child care and medical expenses.

ARTICLE IX
Additional Benefits

Section 9.1 Bereavement Pay:

In the event of death in the immediate family or household, an employee who has completed the probationary period will be granted as an excused absence such time as reasonably may be needed in connection therewith. For purposes of this Section, an employee's immediate family includes mother, father, husband/wife, child (including step children and foster children), brothers, sisters, grandchildren/grandparents, spouse's parents or such persons who have reared the employee. Any of the days between date of death and date of burial (both inclusive), plus any necessary travel time, on which the employee would have worked except for such death and on which he/she is excused from his/her regularly scheduled employment, shall be paid for at the regular straight-time hourly rate (including any applicable shift premium), provided, however, that such payment shall not exceed three (3) normal day's pay. The three (3) days of bereavement leave shall not include the employee's scheduled days off. Where death occurs and the funeral is to be held outside a one-hundred and fifty (150) mile radius from the Cook County Building 118 N. Cark Street, Chicago, IL, the employee shall be entitled to a maximum of five (5) normal days' pay. The employee shall have to submit one of the following as proof to the employer for the leave to be paid: Letter from funeral home director, Obituary, or a Certificate of Death.

To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to the deceased and attendance at the funeral. Any additional time needed in the event of bereavement may be taken as emergency vacation. If an employee's vacation is interrupted by a death in the immediate family, bereavement pay as described herein shall be allowed, and such days will not be counted as vacation.

For purposes of this section, "household" is defined as persons living in the household for at least one year prior to date of death, with appropriate documentation.

Section 9.2 Jury Make-Up Pay:

In the event an employee is summoned for jury duty, which includes required reporting for jury when summoned, whether or not the employee is used as a juror, the County shall pay the employee the difference between the amount received for each day's jury service and the employee's regular straight-time earnings for the days such employee would have been scheduled to work, but for such jury service. The employee shall notify his/her supervisor promptly upon receipt of the jury summons.

Section 9.3 Election Day:

An employee who is a registered voter will receive two (2) hours' time off (without pay) during his regular workday so that he/she may vote in any general election. An employee desiring to take such time off shall arrange the exact hours of intended absence with his/her supervisor at least two (2) working days prior to the election.

Section 9.4 School Conference and Activity Leave:

The Employer must grant an employee leave up to a total of eight (8) hours during any school year in increments of not less than one (1) hour, no more than four (4) hours of which may be taken on any given day, to attend school conferences or classroom activities related to the employee's child in accordance with School Visitation Rights Act 820 ILCS 147/1 et seq.

ARTICLE X
Leaves of Absence

Section 10.1 Regular Leave:

An employee not affected by the leave of absence rules of the Civil Service Commission of Cook County may be granted a leave of absence without pay by the Department Head, with the written approval of the Comptroller of Cook County. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year of continuous employment by the County and/or Cook County Health Facilities, not to exceed one (1) year, except for military service.

An employee desiring a leave of absence shall make written application to his/her immediate supervisor, who will then refer the application to the Department Head. If approved by the Department Head, the application will then be forwarded to the Cook County Comptroller for consideration. The application shall include the purpose for the leave of absence and the dates for which the leave is requested. An employee granted 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 but less than one (1) year, and all absences without leave shall be deducted in computing total continuous service and will effect a change in anniversary date.

Section 10.2 Sick Leave:

Employees absent or expecting to be absent from work due to their illness for any period of intended absence beyond the use of any accumulated vacation days, sick days or compensatory days, are required to request a leave of absence. Applications for sick leaves, or any extensions thereof, shall be handled in the manner specified in Section 1 of this Article, and shall not be denied for periods of bona fide disability.

Section 10.3 Seniority on Leave:

An employee on an approved leave of absence shall retain seniority but shall not accrue pension benefits during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees shall, however, receive retroactive increases for all time in which they were in pay status. An employee returning from a leave of absence under Section 1 or 2 of this Article will be entitled to return to the same or comparable position held prior to commencement of such leave, if the employee has sufficient seniority.

Section 10.4 Retention of Benefits:

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

Section 10.5 Union Leave:

A leave of absence not to exceed one (1) year without pay will be granted to an employee who is elected, delegated or appointed to participate in duly authorized business of the Union which requires absence from the job. Such employees shall have the same returning rights as a regular leave of absence. Employees duly elected as delegates of the Union will be allowed time off without

pay, to attend State and National conferences and conventions of the Union, not to exceed ten (10) work days for all employees. Sick pay, vacation and insurance benefits will be provided as set forth in Section 4 of this Article.

Section 10.6 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 or Resolution.

Section 10.7 Maternity Leave:

Employees shall be granted maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. The length of such leave, in general, shall not exceed six months, but may be renewed by the department head.

The following rules shall apply:

1. An employee who will require a maternity leave shall inform her supervisor in writing of her request no later than 3 months prior to her expected date of delivery and shall present a signed statement by her physician stating the expected date of delivery.

2. A pregnant employee may continue in her assignment as long as her attendant physician deems her to be able to perform her normal work routines. Her physician shall specify in writing the latest date maternity leave shall commence.

3. An employee who has been absent due to maternity leave shall be eligible for reinstatement as soon as her physician deems her to be able to assume her regular duties. The employee shall report to work with a written statement from her physician advising that the employee is physically capable of returning to her duties.

4. Upon return from maternity leave the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave.

Section 10.8 Use of Benefit Time:

Except where required by law, each employee covered by this Agreement shall not be required to use accumulated time prior to going on unpaid leave.

Section 10.9 Family and Medical Leave:

The Employer agrees to comply with the published Cook County Family and Medical Leave Act policy.

Section 10.10 Use of Benefit Time:

Except where required by law, each employee covered by this Agreement shall be required to use accumulated paid time off ("PTO"), including sick, vacation, compensatory, personal and floating holidays, prior to going on any unpaid leave.

Section 10.11 Parental Leave:

All full-time Employees shall be eligible for paid time off as a result of the birth or adoption of a child ("Parental Leave") under the following conditions. To be eligible for Parental Leave, an Employee Must apply for and be determined eligible for FMLA (Family Medical Leave Act) leave. If an Employee has FMLA coverage at the time he or she requests Parental Leave and has utilized some or all of the allotted 480 hours of FMLA coverage, the Employee will nevertheless be entitled to Parental Leave pursuant to all other provisions of this section and provided that the employee submits an FMLA certification form to support the request for Parental Leave.
Eligible Employees are entitled to receive the following Parental Leave:

- Up to four (4) weeks of Parental Leave to a birth mother to recover from non-surgical delivery; or
- Up to six (6) weeks of Parental Leave to a birth Mother to recover from a surgical delivery; or
- Up to two (2) weeks of Parental Leave for the birth of a child or children to a spouse or domestic partner or civil union partner; or
- Up to two (2) weeks of Parental Leave for the adoption of a child or children by the employee or the employee's spouse or domestic partner or civil union partner

Parental Leave may be administered in conjunction with the Family medical Leave Act and may be combined with other accrued paid time off such as vacation, personal, and or sick time to achieve the maximum amount of paid time off while taking FMLA leave. However, employees cannot use Parental Leave prior to the date of birth/adoption and must use Parental Leave in a continuous block of time beginning on the day of birth or adoption. An Employee who qualifies for Parental Leave may be entitled to additional time off pursuant to FMLA. Health insurance benefits for an employee receiving Parental Leave shall be maintained and administered under the same conditions as for an employee covered by FMLA.

Parental Leave shall be considered an alternative to Section 10.8. Any employee who chooses Parental Leave will not be eligible for additional Maternity or Paternity leave.

ARTICLE XI
Grievance Procedure

Section 11.1 Policy:

The provisions of this Article supplement and modify the provisions of the County's Grievance Procedure applicable to all employees.

Section 11.2 Definition:

A grievance is a difference between an employee or the Union and the County with respect to the interpretation or application of, or compliance with, the agreed upon provisions of this Agreement, the County's rules and regulations or disciplinary action. All grievances shall be in writing and contain a complete statement of the facts, the provision(s) of this Agreement which the Employer is alleged to have violated and the relief requested.

The Union will send copies of grievances appealed or submitted at steps three and four to the County's Director of Human Resources or his/her designee and to the Hospital's Director of Human Resources or designee.

A dispute between an employee (and his/her covered dependent) and the processor of claims shall not be subject to the grievance procedure provided for in this Agreement. Employees shall continue to be afforded an opportunity to present appeals of such insurance disputes to the County in person, and may have union representation at such proceedings. The County will endeavor to resolve such disputes with the processor of claims.

Section 11.3 Representation:

Only the aggrieved employee(s) and/or representatives of the Union may present grievances. Employees may take up grievances through steps one to three either on their own and individually or with representation by the Union. If an employee takes up a grievance without Union representation, any resolution of the grievance shall be consistent with this Collective Bargaining Agreement and the Union representative shall have the right to be present at such resolution. Where a grievance relates to all or a substantial number of employees or to the Union's own interests or rights with the County the grievance may be initiated at Step 3 by a Union representative.

Section 11.4 Grievance Procedure Steps:

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

Step	Submission Time Limit This Step	To Whom Submitted	Time Limits Meeting	Response
	(calendar days)			
1	30 days from occurrence or cause, or date cause should have been known	Immediate Supervisor	5 days	5 days
2	5 days	Hospital Director/ Designee	5 days	10 days
3	10 days	Director Human Resources/ Hearing Officer	30 days	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party	30 days	30 days

Section 11.5 Time Limits:

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

Priority shall be given to grievances in the following order:

1. Discharges
2. Suspensions
3. Other Issues

Time limits shall be strictly enforced for all Discharges, with every effort made to provide answers earlier than the specified time limits, if possible. Neither the Union nor the County shall waiver from the established time limits unless by mutual agreement. This does not preclude timely answers for all other types of grievances.

Section 11.6 Stewards:

Stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay. Such meetings shall be limited to a maximum of four per year per steward.

The Union will advise the County in writing of the names of the stewards in each department or area agreed upon with the County and shall notify the County promptly of any changes. Upon obtaining approval from their supervisor before leaving their work assignment or area, stewards will be permitted to handle and process grievances referred by employees at the appropriate steps of the grievance procedure during normal hours without loss of pay, provided that such activity shall not exceed a reasonable period of time.

Section 11.7 Union Representatives:

Duly authorized business representatives of the Union will be permitted at reasonable times to enter the Hospital for purposes of handling grievances or observing conditions under which employees are working. These business representatives will be identified to the Hospital's

Director/Designee in a manner suitable to the County, and on each occasion, will first secure the approval of the Hospital Director/Designee to enter the Hospital and conduct their business so as not to interfere with the operation of the Hospital. The Union will not abuse this privilege, and such right of entry shall at all-time be subject to general Hospital and medical office rules applicable to non-employees.

Section 11.8 Impartial Arbitration:

If the Union is not satisfied with the Step 3 answer, it may within thirty (30) days after receipt of the Step 3 answer submit in writing to the County notice that the grievance is to enter impartial arbitration. The County proposes a permanent list of arbitrators to be mutually agreed upon. The Union and the County will make arrangements with the Arbitrator to hear and decide the grievance without unreasonable delay. The decision of the Arbitrator shall be binding.

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

The Arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The issue or issues to be decided will be limited to those presented to the Arbitrator in writing by the County and the Union. His/her decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

The Union and the County shall meet within thirty (30) days after the effective date of this Agreement for the purpose of selecting a permanent panel of seven (7) arbitrators. The arbitrators shall be selected on a rotating basis. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on the cases currently assigned but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

Section 11.9 Grievance Meetings:

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

ARTICLE XII
Continuity of Operation

Section 12.1 No Strike:

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

Section 12.2 Union Responsibility:

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

(a) publicly disavow such action by the employees or other persons involved;

(b) advice the County in writing that such action has not been caused or sanctioned by the Union;

(c) notify the employees stating that it disapproves of such action 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 County to accomplish this end.

Section 12.3 Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all employees who violate any of the provisions of this Article. In such event, the employee or employees, or the Union in their behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an employee 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 County may not be disturbed. In the taking of such disciplinary action, the County will not discriminate among employees on the basis of race, color or creed.

Section 12.4 No Lock-Out:

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

Section 12.5 Reservation of Rights:

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

ARTICLE XIII
Miscellaneous

Section 13.1 No Discrimination:

No employee shall be discriminated against on the basis of race, color, sex, age, religion, disability, national origin, ancestry, sexual orientation, marital status, parental status, military discharge status, political affiliation, beliefs, activity or non-activity on behalf of the Union or other classifications protected under local, state, and federal law. The County and the Union acknowledge that the County of Cook has adopted and implemented a Human Rights Ordinance which will be complied with.

Applicants are to be recruited, selected, and hired without discrimination because of race, color, religion, national origin, political belief, sex, age, disability, or marital status.

Section 13.2 Safety:

The County will continue to make reasonable provisions for the safety of its employees during their hours of employment. A safety committee shall be formed at the Hospital, and two (2) employees from the represented unit mutually agreed upon by the Hospital and the Union shall serve thereon.

Section 13.3 Doctor's Statement:

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

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

Section 13.4 Voluntary Workers:

Voluntary organizations and workers perform services in the Hospital that are a valuable and necessary contribution to the welfare of patients and to the operation of the Hospital. Also, the Hospital engages in education and research which involve persons performing tasks and being taught to perform tasks which are similar or identical to work of employees of the Hospital. The Hospital shall continue to have the right to avail itself of any and all such voluntary services, and to engage in such educational and research activities. No regular employees shall be laid off because of work done by volunteers.

Section 13.5 Bulletin Boards:

The County will make bulletin boards available for the use of the Union in non-public locations. The Union will be permitted to have posted on these bulletin boards notices of a non-controversial nature, but only after submitting them to the Hospital Director/Designee for approval and posting. There shall be no distribution or posting by employees of advertising or political material, notices or other kinds of literature on the Hospital property other than herein provided.

Section 13.6 Partial Invalidity:

In the event any of the provisions of this Agreement shall be or become invalid or unenforceable by reason of any Federal or State Law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

Section 13.7 Uniforms:

The hospital will continue to use an outside vendor to supply uniforms and the current policy will continue to be in effect.

Section 13.8 Representation at Security Investigations:

Employees detained by Hospital Security shall be entitled to Union representation. Before interviewing an employee, Security shall notify the Union to be present at the interview.

Section 13.9 Training in New Techniques:

It is understood by the parties to this Agreement that employees need to be trained in new methods, procedures, techniques and restructuring as needs arise. Seniority will be the primary consideration in these matters.

Section 13.10 Credit Union:

The County will continue to deduct from the wages of employees duly authorized deductions for the Local 743 I.B.T. Credit Union or the County's Pay Saver Credit Union. The County shall forward such amounts to the Credit Union. To the extent practicable, the County also will permit use of its premises by the Credit Union.

Section 13.11 Personnel Files:

Upon written request to the Department of Personnel, an employee may inspect his/her personnel file at any time mutually acceptable to the employee and employer. The official personnel file is the file within the Department of Personnel.

Section 13.12 Management Attitude:

Upon request of the Union, the Manager of Labor Relations or designee shall investigate any allegation of unprofessional conduct such as abusive treatment toward subordinates or co-workers and shall notify the Union of resulting action.

Section 13.13 Americans with Disabilities Act:

Whenever an employee (or the Union at the request of an employee) requests an accommodation under the American with Disabilities Act ("ADA"), or an accommodation of an employee is otherwise contemplated by the County, the County, 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 County conform to the requirements of this Agreement where practicable. The County 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 County'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 an employee shall be treated in a confidential manner.

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

Section 13.14 Parking:

The Union is to be provided information regarding allocation of parking spaces at Provident. Following receipt of the information, the Union is to be afforded the opportunity to meet with the person in charge of parking to review issues regarding allocations of parking.

Section 13.15 Sub-Contracting:

It is the general policy of County to continue to utilize its employees to perform work they are qualified to perform. The County may, however, subcontract where circumstances warrant. The County will advise the Union at least four (4) months in advance when it decides to subcontract.

The County will work with the Union in making every reasonable effort to place adversely affected employees into other bargaining unit positions.

Section 13.16 Tuition Reimbursement:

Based on available funds, an employee may request reimbursement up to an amount no greater than $300.00 in a fiscal year for employment related course-work. Application should be made through the Cook County Bureau of Human Resources.

Section 13.17 Distribution of Workloads:

It is the intention of the parties that workloads will be distributed equitably in consideration of patient care and operational needs for employees in the same job classification within a department or operating unit.

Section 13.18 Security Cameras:

No security cameras shall be posted in areas where employees have a reasonable expectation of off-duty privacy, such as washrooms and lunch areas. The cameras/videos are primarily to be used for security of patients, staff and property.

Section 13.19 Printing Collective Bargaining Agreements:

In lieu of sharing the costs of printing the Agreement in booklet form, Cook County will make an executed version of the Agreement available on the website in a printable format.

Section 13.20 Policy Changes:

In the event the Hospital introduces new hospital-wide and/or departmental-wide polices, it will provide the Union and the affected employees with a written copy of the proposed new and/or changed policies at least thirty (30) days in advance of the effective date of the policy.

Section 13.21 Recording/GPS/AVL Devices:

In order to ensure the safety of Cook County employees and to promote efficiency and economy of operations, the County may install any recording medium in any of its facilities and Global Positioning System (GPS) or Automatic Vehicle Locator (AVL) on any of its vehicles and other equipment. The purpose of the recording medium, GPS, or AVL is to ensure the safe and efficient use of County resources and not for the sole purpose of disciplining its employees. However, the recording, GPS, or AVL may be used in support of discipline.

ARTICLE XIV
Duration

Section 14.1 Term:

This Agreement shall become effective on December 1, 2020 and shall remain in effect thru November 30, 2024. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) calendar days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

In the event such written notice is given by either party, this Agreement shall continue to remain in

effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

Section 14.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 537, with a copy to the County's Chief of Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois; or if by the County, then such notice shall be addressed to the Union's President at 4620 South Tripp Avenue, Chicago, IL 60632. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this_____day of _____ 2022.

COUNTY OF COOK:

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

Attest: _____
Karen A. Yarbrough, Cook County Clerk

UNION: Health Care, Professional, Technical, Office Warehouse and Mail Order Employees Union, Local 743 (Affiliated with the International Brotherhood of Teamsters, AFL-CIO)

By: _____
Debra Simmons-Peterson, President

APPROVED
BY THE BOARD OF COOK COUNTY COMMISSIONERS

MAY 1 2 2022

COM _____

APPENDIX A

JOB CODE	GRADE	TITLE
1243	X14	Supply Clerk
0913	X14	Administrative Aide
2132		Food Service Worker
1892		Laboratory Assistant
1967		Transporter
*1961	X14	Patient Care Attendant
0927		Administrative Aide (CCU)
0990		Darkroom Assistant
1968		Scheduler Dispatcher
1240		Storekeeper Leadman
0901		Ward Clerk (Provident)
2458	X15	Building Service Worker - Provident
1915	X16	X-Ray Technician Aide
2146		Building Service Leader
2123	X10	Cook II
6615	10	Pharmacy Technician I (A.R.N.T.E.)
6616	13	Pharmacy Technician II (A.R.N.T.E.)

*1961 X14 Patient Care Attendant

EFFECTIVE 12/1/18

APPENDIX A-1

PHARMACY TECHNICIAN II QUALIFICATIONS

It is agreed that in the Pharmacy Technician II's job description, the following shall be the minimum qualifications for the position:

1. The Applicant must have or is eligible for licensure as a Pharmacy Technician in the State of Illinois.

2. One of the following:

   a. A graduate of an accredited Pharmacy Technician training program,

   b. A graduate of a military training program of at least six (6) months duration,

   c. Successful passage of a state or national Pharmacy Technician Certification program,

   d. Three (3) years' experience as a Pharmacy Technician I at a Cook County facility,

   e. Four (4) years' experience as a Pharmacy Technician at a non-Cook County facility where the work performed by the applicant included filling of a prescriptions or physician orders and data entry into a computerized pharmacy information sy

Effective June 1, 2021

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	17.324	18.062	18.830	19.628	20.462	21.332	22.240	22.853	23.427	24.596
	Bi-Weekly	1,385.92	1,444.95	1,506.42	1,570.25	1,636.99	1,706.58	1,779.17	1,828.22	1,874.18	1,967.72
	Annual	36,034	37,569	39,167	40,826	42,562	44,371	46,259	47,534	48,729	51,161
13	Hourly	21.320	22.225	23.168	24.155	25.181	26.250	27.366	28.120	28.826	30.266
	Bi-Weekly	1,705.61	1,778.04	1,853.47	1,932.40	2,014.49	2,099.99	2,189.31	2,249.56	2,306.08	2,421.30
	Annual	44,346	46,229	48,190	50,242	52,377	54,600	56,922	58,489	59,958	62,954

Effective June 1, 2022

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	17.767	18.513	19.301	20.119	20.974	21.866	22.796	23.424	24.013	25.211
	Bi-Weekly	1,420.57	1,481.08	1,544.08	1,609.50	1,677.92	1,749.24	1,823.65	1,873.92	1,921.03	2,016.91
	Annual	36,935	38,508	40,146	41,847	43,626	45,480	47,415	48,722	49,947	52,440
13	Hourly	21.853	22.781	23.748	24.759	25.811	26.906	28.051	28.823	29.547	31.023
	Bi-Weekly	1,748.25	1,822.48	1,899.81	1,980.71	2,064.85	2,152.49	2,244.05	2,305.80	2,363.73	2,481.84
	Annual	45,454	47,385	49,395	51,498	53,686	55,965	58,345	59,951	61,457	64,528

Effective June 1, 2023

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	18.201	18.976	19.784	20.622	21.498	22.412	23.366	24.010	24.613	25.842
	Bi-Weekly	1,456.08	1,518.10	1,582.69	1,649.74	1,719.86	1,792.98	1,869.24	1,920.77	1,969.06	2,067.34
	Annual	37,858	39,471	41,150	42,893	44,716	46,617	48,600	49,940	51,195	53,751
13	Hourly	22.399	23.351	24.341	25.378	26.456	27.579	28.752	29.543	30.285	31.799
	Bi-Weekly	1,791.95	1,868.05	1,947.30	2,030.23	2,116.47	2,206.31	2,300.15	2,363.45	2,422.83	2,543.88
	Annual	46,591	48,569	50,630	52,786	55,028	57,364	59,804	61,450	62,993	66,141

Effective June 1, 2024

SCHEDULE I
BUREAU OF HUMAN RESOURCES
TEAMSTERS LOCAL 743 - HEALTH AND HOSPITAL SYSTEMS
PHARMACY TECHNICIANS

Grade		Entry Rate 1	1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years At 5th Step 6th Step	After 1 Year at 1st Longevity Rate & 10 Years Service 7th Step	After 1 Year at 2nd Longevity Rate & 15 Years Service 8th Step	After 1 Year at 3rd Longevity Rate & 20 Years Service 9th Step
10	Hourly	18.565	19.356	20.179	21.034	21.928	22.860	23.833	24.490	25.105	26.359
	Bi-Weekly	1,485.21	1,548.47	1,614.34	1,682.73	1,754.26	1,828.84	1,906.63	1,959.19	2,008.44	2,108.68
	Annual	38,615	40,260	41,973	43,751	45,611	47,550	49,572	50,939	52,219	54,826
13	Hourly	22.847	23.818	24.828	25.885	26.985	28.130	29.327	30.134	30.891	32.434
	Bi-Weekly	1,827.79	1,905.41	1,986.25	2,070.83	2,158.80	2,250.43	2,346.15	2,410.72	2,471.28	2,594.76
	Annual	47,523	49,541	51,642	53,842	56,129	58,511	61,000	62,679	64,253	67,464

Effective June 1, 2021

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743

Grade		1st Step	2nd Step	After 1 Year at 2nd step & 5 Years of Service 3rd Step	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service 4th Step
X09	Hourly	19.599	20.745	21.957	24.035
	Bi-Weekly	1,567.89	1,659.57	1,756.60	1,922.82
	Annual	40,764	43,149	45,671	49,993
X10	Hourly	22.374	23.683	25.067	27.446
	Bi-Weekly	1,789.89	1,894.64	2,005.40	2,195.65
	Annual	46,537	49,260	52,140	57,087
X11	Hourly	16.106	17.047	18.044	19.752
	Bi-Weekly	1,288.48	1,363.75	1,443.49	1,580.15
	Annual	33,500	35,457	37,531	41,083
X12	Hourly	16.512	17.562	18.678	20.554
	Bi-Weekly	1,320.96	1,404.92	1,494.24	1,644.30
	Annual	34,345	36,528	38,850	42,752
X13	Hourly	17.304	18.386	19.536	21.477
	Bi-Weekly	1,384.30	1,470.86	1,562.86	1,718.19
	Annual	35,991	38,242	40,633	44,672
X14	Hourly	17.583	18.667	19.817	21.762
	Bi-Weekly	1,406.63	1,493.35	1,585.35	1,740.93
	Annual	36,571	38,827	41,218	45,264
X15	Hourly	17.873	18.958	20.109	22.066
	Bi-Weekly	1,429.85	1,516.65	1,608.73	1,765.29
	Annual	37,175	39,433	41,826	45,897
X16	Hourly	18.784	19.929	21.143	23.203
	Bi-Weekly	1,502.69	1,594.28	1,691.48	1,856.23
	Annual	39,069	41,451	43,978	48,261
X17	Hourly	23.538	24.918	26.380	28.126
	Bi-Weekly	1,883.03	1,993.46	2,110.39	2,250.05
	Annual	48,959	51,830	54,870	58,501
X18	Hourly	24.989	26.451	27.994	30.683
	Bi-Weekly	1,999.14	2,116.07	2,239.50	2,454.68
	Annual	51,977	55,017	58,226	63,821

Effective June 1, 2022

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743

Grade		1st Step	2nd Step	After 1 Year at 2nd step & 5 Years of Service 3rd Step	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service 4th Step
X09	Hourly	20.089	21.263	22.506	24.636
	Bi-Weekly	1,607.09	1,701.05	1,800.51	1,970.89
	Annual	41,784	44,227	46,813	51,243
X10	Hourly	22.933	24.275	25.694	28.132
	Bi-Weekly	1,834.64	1,942.01	2,055.53	2,250.54
	Annual	47,700	50,491	53,443	58,514
X11	Hourly	16.509	17.473	18.495	20.246
	Bi-Weekly	1,320.69	1,397.85	1,479.58	1,619.66
	Annual	34,338	36,343	38,469	42,110
X12	Hourly	16.925	18.001	19.145	21.068
	Bi-Weekly	1,353.99	1,440.05	1,531.60	1,685.41
	Annual	35,203	37,441	39,821	43,821
X13	Hourly	17.736	18.845	20.024	22.014
	Bi-Weekly	1,418.91	1,507.63	1,601.93	1,761.15
	Annual	36,891	39,198	41,649	45,789
X14	Hourly	18.022	19.134	20.312	22.306
	Bi-Weekly	1,441.79	1,530.68	1,624.98	1,784.45
	Annual	37,486	39,797	42,249	46,396
X15	Hourly	18.320	19.432	20.612	22.618
	Bi-Weekly	1,465.60	1,554.57	1,648.95	1,809.42
	Annual	38,105	40,419	42,872	47,045
X16	Hourly	19.253	20.427	21.672	23.783
	Bi-Weekly	1,540.25	1,634.14	1,733.76	1,902.64
	Annual	40,046	42,487	45,077	49,468
X17	Hourly	24.126	25.541	27.039	28.829
	Bi-Weekly	1,930.10	2,043.30	2,163.15	2,306.30
	Annual	50,182	53,126	56,242	59,963
X18	Hourly	25.614	27.112	28.694	31.451
	Bi-Weekly	2,049.12	2,168.97	2,295.48	2,516.04
	Annual	53,277	56,392	59,682	65,417

Effective June 1, 2023

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743

Grade		1st Step	2nd Step	After 1 Year at 2nd step & 5 Years of Service 3rd Step	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service 4th Step
X09	Hourly	20.591	21.795	23.069	25.252
	Bi-Weekly	1,647.27	1,743.58	1,845.53	2,020.16
	Annual	42,828	45,333	47,983	52,524
X10	Hourly	23.506	24.882	26.336	28.835
	Bi-Weekly	1,880.50	1,990.56	2,106.92	2,306.80
	Annual	48,893	51,754	54,779	59,977
X11	Hourly	16.921	17.910	18.957	20.752
	Bi-Weekly	1,353.71	1,432.79	1,516.57	1,660.15
	Annual	35,196	37,252	39,431	43,163
X12	Hourly	17.348	18.451	19.624	21.594
	Bi-Weekly	1,387.84	1,476.05	1,569.89	1,727.54
	Annual	36,083	38,377	40,817	44,916
X13	Hourly	18.180	19.316	20.525	22.565
	Bi-Weekly	1,454.38	1,545.32	1,641.98	1,805.18
	Annual	37,813	40,178	42,691	46,934
X14	Hourly	18.473	19.612	20.820	22.863
	Bi-Weekly	1,477.84	1,568.95	1,665.61	1,829.06
	Annual	38,423	40,792	43,305	47,555
X15	Hourly	18.778	19.918	21.127	23.183
	Bi-Weekly	1,502.24	1,593.43	1,690.18	1,854.66
	Annual	39,057	41,429	43,944	48,221
X16	Hourly	19.735	20.937	22.214	24.378
	Bi-Weekly	1,578.76	1,674.99	1,777.11	1,950.20
	Annual	41,047	43,549	46,204	50,704
X17	Hourly	24.729	26.180	27.715	29.550
	Bi-Weekly	1,978.36	2,094.38	2,217.23	2,363.96
	Annual	51,437	54,454	57,648	61,462
X18	Hourly	26.254	27.790	29.411	32.237
	Bi-Weekly	2,100.35	2,223.20	2,352.87	2,578.94
	Annual	54,608	57,802	61,174	67,052

Effective June 1, 2024

SCHEDULE XIX
BUREAU OF HUMAN RESOURCES
SERVICE EMPLOYEES - PROVIDENT HEALTH
HEALTH & HOSPITAL SYSTEMS - TEAMSTERS 743

Grade		1st Step	2nd Step	After 1 Year at 2nd step & 5 Years of Service 3rd Step	After 1 Year at Step 3, 1st Longevity Rate, & 10 Years of Service 4th Step
X09	Hourly	21.003	22.231	23.530	25.757
	Bi-Weekly	1,680.21	1,778.45	1,882.44	2,060.56
	Annual	43,685	46,240	48,943	53,574
X10	Hourly	23.976	25.380	26.863	29.412
	Bi-Weekly	1,918.11	2,030.37	2,149.06	2,352.94
	Annual	49,871	52,789	55,875	61,176
X11	Hourly	17.260	18.268	19.336	21.167
	Bi-Weekly	1,380.79	1,461.45	1,546.90	1,693.35
	Annual	35,900	37,997	40,219	44,026
X12	Hourly	17.695	18.820	20.016	22.026
	Bi-Weekly	1,415.59	1,505.57	1,601.29	1,762.09
	Annual	36,805	39,145	41,633	45,814
X13	Hourly	18.543	19.703	20.935	23.016
	Bi-Weekly	1,483.47	1,576.23	1,674.82	1,841.28
	Annual	38,569	40,982	43,544	47,872
X14	Hourly	18.842	20.004	21.236	23.321
	Bi-Weekly	1,507.39	1,600.33	1,698.92	1,865.64
	Annual	39,191	41,608	44,171	48,507
X15	Hourly	19.154	20.316	21.550	23.647
	Bi-Weekly	1,532.28	1,625.30	1,723.98	1,891.75
	Annual	39,839	42,258	44,822	49,185
X16	Hourly	20.129	21.356	22.658	24.865
	Bi-Weekly	1,610.34	1,708.49	1,812.65	1,989.21
	Annual	41,868	44,420	47,128	51,719
X17	Hourly	25.224	26.703	28.270	30.141
	Bi-Weekly	2,017.92	2,136.27	2,261.57	2,411.24
	Annual	52,466	55,543	58,801	62,691
X18	Hourly	26.779	28.346	29.999	32.882
	Bi-Weekly	2,142.36	2,267.66	2,399.93	2,630.52
	Annual	55,701	58,958	62,398	68,393

Cook County Benefits Overview

HMO	Current	Benefits Effective 12/1/2022
Out of Pocket Maximum	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
Out of Pocket Maximum	$1,600 single / $3,200 family	$1,600 single / $3,200 family
Inpatient Facility	$100 copay per admit	$100 copay per admit
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
Other PCP / Urgent Care	$15 copay	$15 copay
Specialists	$20 copay	$20 copay
X-Ray / Diagnostic tests (performed in lab or hospital)	$0 copay	$0 copay
Accident / illness	$15 copay	$15 copay
Emergency Room	$75 copay	$100 copay

PPO	Current	Benefits Effective 12/1/2022
Deductible and Out of Pocket Maximum	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
Annual Deductible	$350 single / $700 family 2x Out of Network	$350 single / $700 family 2x Out of Network
Out of Pocket Maximum	$1,600 single /$3,200 family 2x Out of Network	$2,000 single /$4,000 family 2x Out of Network
Inpatient and Outpatient Facility	90% In network / 60% Out of network	90% In network / 60% Out of network*
Preventive	$0 copay (100% covered)	$0 copay (100% covered)
PCP	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Specialists	90% coinsurance after $35 copay / 60% out of network	90% coinsurance after $35 copay / 60% out of network
X-Ray / Diagnostic tests (performed in lab or hospital)	90% in network 60% out of network	90% in network 60% out of network
Accident / Illness	90% coinsurance after $25 copay / 60% out of network	90% coinsurance after $25 copay / 60% out of network
Emergency Room – In / Out of Network	$75 copay	$100 copay

**** Effective 12/1/21, The County PPO plan will incorporate a Cook County Health tier ("Domestic Tier") wherein covered members will have lower out-of-pocket costs when choosing to access healthcare within CCH facilities. Facility charges will be 0% after the annual plan deductible is met.***
Hospital-based facility services not obtained at CCH will be paid based on their network status (in orout of network rate).

Cook County Benefit Overview (Cont.)

Drug	**Current (No Changes 12/1/22 or 12/1/23)**
Prescription Drugs – Retail	• Generic: $15 copay • Brand Formulary: $30 copay • Brand Non-Formulary: $50 copay • Mail Order: 2 x retail
Generic Step Therapy	• PBM's generic step therapy program
Mandatory Maintenance Choice	• Mandatory mail-order for maintenance drugs

Vision	**Current (No Changes 12/1/22 or 12/1/23)**
Eye Examination	• $0 copay • Once per 12 months
*Eyeglass Lenses**	• $0 copay standard uncoated plastic • Once per 12 months
Frames	• $0 copay up to $100 / Amount over $100 less 10% • Once per 24 months
*Contact Lenses**	• $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.)

Dental – HMO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	$0 (None)
Benefit Period Maximum	None
Preventive	• Requires a Maximum Allowance • Includes 2 exams / cleanings per benefit period • Includes fluoride treatments under age 19
Basic Benefits	• Requires a copayment for each specific service • Copayments equal a discount of approximately 70%
Major Services	• Requires a copayment for each specific service • Copayments equal a discount of approximately 60%
Orthodontics	• Requires copayments • Copayments equal a discount of approximately 25% • Max one full course of treatment for dependent children under 19

Dental - PPO	**Current (No Changes 12/1/22 or 12/1/23)**
Annual Deductible	• $25 Individual / $100 Family (in network) • $50 Individual / $200 Family (out of network)
Preventive (2 exams/cleanings per Benefit Period)	• 100% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Primary Services (X-Rays, Space Maintainers)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Restorative Services (Routine Fillings)	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Emergency Services	• 80% of Maximum Allowance (in network) • 80% of Maximum Allowance (out of network)
Endodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Periodontics	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (Out of network)
Oral Surgery	• 80% of Maximum Allowance (in network) • 60% of Maximum Allowance (out of network)
Prosthetics	• 50% of Maximum Allowance (in and out of network)
Orthodontics	• 50% up to a lifetime max of $1,250 (in and out of network)

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

HMO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	1.50%	1.75%	2.25%
Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%

PPO	Current	Effective 12/1/2022	Effective 12/1/2023
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Dental	Current (No Changes 12/1/22 or 12/1/23)
HMO	$0
PPO	$0

Vision	Current (No Changes 12/1/22 or 12/1/23)
Vision Plan	$0