

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20 CTW/CLC

AND

COUNTY OF COOK

MEDICAL EXAMINERS
REPRESENTING ASSISTANT MEDICAL EXAMINERS

DECEMBER 1, 2017 THROUGH NOVEMBER 30, 2020

**EFFECTIVE UPON APPROVAL BY THE COOK COUNTY BOARD OF
COMMISSIONERS**

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COLLECTIVE BARGAINING AGREEMENT

This Collective Bargaining Agreement is made and entered into by and between Doctors Council SEIU, hereinafter referred to as the "Union" and the County of Cook, Office of the Medical Examiner, hereinafter referred to as the "County", the "Employer", or "CCME".

ARTICLE 1 RECOGNITION

Section 1.1 Representation:

The County employs licensed physicians that have completed at least twelve months of forensic pathology training approved by the American Board of Pathology (referred to hereinafter as Assistant Medical Examiners ("AMEs")). The County recognizes the Union as the sole and exclusive representative for all AMEs and all physicians employed by CCME, but excluding: the Chief Medical Examiner ("CME"), all other employees of the CCME; all confidential, managerial, and supervisory employees as defined by the Act; all consultants; and all fellows participating in a fellowship.

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

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

Section 1.3 Fair Share:

The County shall grant "Fair Share" to the Union in accordance with Section 6(e)-(g) of the Illinois Labor Relations Act upon satisfactory demonstration to the County that the Union has more than 50% of the eligible employees in the bargaining unit signed up as dues paying members. Once this condition has been met, within thirty (30) days of the Union meeting said conditions or within thirty days of their employment by the County all employees covered by this Agreement will either (1) become members of the Union and pay the Union regular Union dues and fees or (2) pay to the Union each month their fair share of the Union's costs of the collective bargaining process, contract administration and pursuing matters affecting employee wages, hours, and other conditions of employment.

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

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

2. Upon receipt of such certification, the County shall cooperate with the Union to ascertain the names and addresses of all employee non-members of the Union from which earnings the fair share payments shall be deducted and their work locations.

3. Upon the Union's receipt of notice of objection by a non-member to the fair share amount, the Union shall deposit in an escrow account, separate from all other Union funds, 50% of all fees being collected from non-union employees. The Union shall furnish objectors and the County with verifications of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the agreement therefore shall provide: that the escrow accounts be interest earning at the highest possible rate, that the escrowed funds be outside of the Union's control until the final disposition of the objection; and that the escrow fund will terminate and the fund therein be distributed by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

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

Section 1.4 Religion Exemption:

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

Section 1.5 Indemnification:

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

ARTICLE II DECLARATION OF RIGHTS

Section 2.1 County Authority of Rights:

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

A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs; and to direct its work force in accordance with its responsibilities. The County has all the customary and usual rights, power and functions of management.

B. The exclusive right to hire, transfer, and promote; and the exclusive right to discipline, suspend or discharge employees for just cause.

C. The right to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the County's responsibilities and duties; as well as the right to determine reasonable productivity, performance and evaluation standards.

D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services.

E. The right to make, publish, enforce reasonable rules and regulations, and to revise same; and, the County has the right to reclassify existing positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities.

F. The right to establish standards for forensic pathology services.

ARTICLE III HOURS OF WORK

Section 3.1 Normal Workweek:

The normal workweek will consist of five (5) work days and up to fifty (50) hours per week (excluding all time spent in on-call activities as described in Art. III, Sec. 2 below). When assigned weekend work, the work weeks will consist of ten (10) days in a two week period encompassing the weekend. As professionals in the health care industry, AMEs will work such hours as are necessary to ensure the orderly disposition of cases, as well as being on-call as

needed, by rotation within their department. When an AME works a weekend, they will not be scheduled the following two week days. AMEs shall not lose any compensatory time accrued up until the ratification of this Agreement.

Section 3.2 On-Call:

The on-call period shall run for twenty-four (24) hours – starting at 4:00 p.m. the day prior to the assigned on-call period and ending at 4:00 p.m. the assigned on-call day. No AME will be required to work consecutive on-call periods or to work more than one on-call period within any given twenty-four (24) hour period.

Call shall be assigned equally among the available AMEs subject to the needs of the CCME and the orderly disposition of cases. When on-call for CCME, AMEs may not be assigned or committed to other employers either in-person or on-call. When on call, AMEs shall not schedule court appearances or depositions if avoidable.

When an AME is on-call, the AME shall respond within 15 minutes or less of being called. Discipline for failure to respond within 15 minutes will not be automatic, but will be based on all the facts including, but not limited to, how late the AME is in responding, the reason for the delay, and whether a pattern exists, and shall be subject to the disciplinary and grievance procedures.

Section 3.3 Breaks:

The work day normally will include a thirty (30) minute meal period and necessary breaks which AMEs may take at their discretion, consistent with their professional judgment and responsibility provided that such breaks will not interfere with the orderly disposition of cases.

Section 3.4 Schedules.

AME schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month, including the schedule for holidays. Once posted, schedules shall not be changed unless two (2) weeks' notice is provided to the affected AME, except when the change is necessitated by the immediate need of the CCME or when AMEs voluntarily exchange days or agree to cover other hours in which case the agreement to the schedule change shall be placed in writing by the affected AMEs and a copy provided to CME, Deputy CME Investigations Department and Autopsy Technicians' Lead Worker and photography.

Section 3.5 Depositions:

Time spent completing duties related to giving depositions arising out of Cook County Medical Examiners cases shall count toward the hours of the normal workweek.

Section 3.6 Time and Attendance:

When at work, Doctors shall swipe in once per day for the purposes of tracking daily attendance only.

**ARTICLE IV
GRIEVANCE PROCEDURE**

Section 4.1 Definition:

A grievance is a difference between the Union and the County regarding the interpretation or application of provisions of this Agreement. The Union will send copies of grievances appealed to or submitted at Steps Three or Four to the CCME Designee.

Section 4.2 Grievance Procedure Steps:

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

Step	Submission Time Limit This step (Calendar Days)	Submitted	Time-Limit Meeting	Response
1	30 days from the date the Grievant knew or should have known of the event(s) giving rise to the grievance	Immediate Supervision	5 days	5 days
2	5 days	CCME or designee	5 days	10 days
3	10 days	Chief, Bureau of Human Resources or designee	30 days (Status report to Union if exceeded)	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party		30 days

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

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

Section 4.3 Time Limits:

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

Section 4.4 Stewards:

The union will advise the County in writing of the name of the steward and an alternate steward and shall notify the County promptly of any change. Only the steward will be permitted to handle and process grievances during work hours provided that the timely and orderly disposition of cases, teaching and court and deposition responsibilities of the AMEs will not be adversely affected. One steward will be released pursuant to this Section to handle any particular grievance. If there is a desire to train stewards or a grievance is of any unusual nature, the Union may request the release of one additional steward, and the Union's request will not be unreasonably denied.

The steward shall be allowed to attend authorized meetings with Union representatives during normal hours, without loss of pay, provided that at least 14 days, advance notice of such meetings is given and that timely and orderly disposition of cases, teaching and court and deposition responsibilities of the AMEs are not disrupted. Such meetings shall be limited to a maximum of four per year per steward.

Employees shall be allowed time off with pay to attend meetings agreed to by the Employer, required by the Employer, or mandated by this Agreement.

Stewards shall be allowed to attend authorized meetings with Union representative during their normal work hours without loss of pay. Such meeting shall be limited to a maximum of four (4) per year per steward.

Section 4.5 Union Representatives:

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

Section 4.6 Impartial Arbitration:

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

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

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

The arbitrator shall be selected on a rotating basis from the permanent panel agreed to by the parties regarding all of their mutual bargaining units. Either party shall have the authority to strike an arbitrator from the permanent panel at any time. The struck arbitrator will proceed on cases currently assigned, but will not receive any new case assignments. In the event that an arbitrator is struck from the panel, the parties shall meet as soon as possible to choose a mutually agreed upon replacement. Nothing herein shall prevent the parties, by mutual agreement, from selecting an arbitrator from outside the panel. Absent such mutual agreement, the arbitrator shall be selected from the panel in accordance with the above procedure.

Section 4.7 Right to Union Representation:

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

**ARTICLE V
SENIORITY**

Section 5.1 Probationary Period:

An AME's probationary period shall be six (6) months from his/her most recent date of hire as an AME with the CCME. The CME may extend this probationary period for up to an additional six (6) months by written notice to the AME and to the Union. The CME shall meet with the AME to provide the reason for the extension, and the AME shall have the right to have a Union steward or representative present for that meeting. During the probationary period, an AME shall have no seniority, may be discharged for any lawful reason, and shall have no recall rights or recourse to the grievance procedure regarding any layoff, discipline or discharge. Upon completion of the probationary period, an AME's seniority shall be computed as the most recent date of hire.

Section 5.2 Definition of Seniority:

Seniority is an employee's total time in title as an Assistant Medical Examiner at CCME since his/her last date of hire.

Section 5.3 Discipline:

AMEs may only be disciplined for just cause and are entitled to Union representation in any disciplinary proceeding. A pre-disciplinary meeting for suspensions and discharges shall be held and the County shall make reasonable effort to accommodate the Union when scheduling

such meetings. The County shall notify the Union and the employees of its intent to conduct a pre-disciplinary meeting, the reason for the meeting and the nature of the charge(s). During the pre-disciplinary meeting, the employee and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the employee and/or the Union representative do not appear at the meeting, the County may proceed with the discipline, which shall be subject to the grievance procedure. Any verbal or written discipline less severe than a suspension shall not be used as the basis for the next step in progressive discipline if more than a year passes without the employee receiving additional discipline.

Section 5.4 Seniority List:

Immediately after the effective date of this Agreement and thereafter upon request but no more frequently than monthly, the County will furnish the Union a list showing the following information:

First and last name, date of birth, gender, home address, home phone number, work phone number, work email address, bargaining unit, department & division (and codes), job title (and code), work site(s), yearly salary, hourly rate, employment status (e.g., full-time, part-time, hourly, per diem, per session and etc.), and date of hire. The list shall be delivered electronically within fourteen (14) calendar days of the request. The County will furnish the Union with reports of new hires and terminations within thirty (30) days of the event.

Section 5.5 Termination of Seniority:

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

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Absence for three consecutive work days without the employee notifying either his/her immediate supervisor or the CME, unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- D. Failure to report to work upon the termination of a leave of absence or vacation unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- E. Absence from work because of layoff or any other reason for twelve (12) months in the case of an employee with less than one (1) year of service, or twenty four (24) months in the case of an employee with one (1) or more years of service, or thirty six (36) months in the case of an employee with seven (7) years or more of service when the absence began, except that this provision shall not apply in the case of any 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 fourteen (14) calendar days after notice to report for work is sent by certified mail to the employee's last address on file with County;

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

H. Failure to report to work upon recall from layoff within ten (10) work days after notice to report for work is sent by registered or certified mail to the employee's last address on file with the Personnel Department of the Employer. Employer shall send a copy of the letter or recall to the Union.

I.

ARTICLE VI HOLIDAYS

Section 6.1 Regular Holidays:

All AMEs shall be paid at their regular rate for the holidays listed below. These holidays are not to be counted as part of an employee's vacation time. The following listed below are paid holidays for AMEs.

New Year's Day	Columbus Day
Martin Luther King's Birthday	Labor Day
Lincoln's Birthday	Veterans Day
Memorial Day	Thanksgiving Day
Independence Day (Fourth of July)	Christmas Day
Presidents' Day	Pulaski Day

When a holiday falls on an AME's regularly-scheduled day off, the AME shall receive a paid day off within sixty (60) days thereafter.

Section 6.2 Working on Holidays:

AMEs who work on any of the holidays identified in Section 1 of Article VI shall receive a paid day off within sixty (60) days thereafter.

Section 6.3 Floating Holiday:

In addition to the paid holidays in Section 1, AMEs also shall accrue one (1) floating Holiday on December 1 of each year. The AME may request to use the floating holiday at any

time and requests shall not be unreasonably denied. Any floating holiday that an AME has not used during the fiscal year shall be lost and not carried over. An AME required to work on a previously scheduled floating holiday shall receive another day off as described in Section 2.

Section 6.4 Personal Days:

AMEs will accrue personal days at the rate of 1.24 hours per pay period (biweekly). AMEs may carry over 12 hours of accrued personal time that an AME has not used during the fiscal year and all other personal time shall be lost and will not be carried over.

Personal days may be used consecutively if approved by the CME. Personal days off shall be scheduled in advance to be consistent with operating necessities and the convenience of the AME, subject to CME approval.

**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 eighty (80) hours. The amount of annual paid vacation is based upon the following schedule:

<u>Service</u>	<u>Vacation</u>	<u>Maximum Accrual</u>
1 year	10 Days / 80 hours	20 Days / 160 hours
7 Years	15 Days / 120 hours	30 Days / 240 hours
10 Years	20 Days / 160 hours	40 Days / 320 hours

AMEs may use only such vacation leave as has been earned and accrued.

Section 7.2 Maximum Accrual:

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

Section 7.3 Vacation Preference and Scheduling:

In order to ensure the orderly operation of the CCME facilities and in the interests of the orderly and timely disposition of cases, the County reserves the right to limit the number of AMEs within a department or team who will be permitted to be on vacation at any one time. The County, through CME, further reserves the right to limit the number of consecutive vacation days, if it determines that the orderly and timely disposition of cases will be adversely affected by the AME's continued absence despite any alternative coverage which has been arranged. The County will consider the AME's personal circumstances when considering vacation requests. AMEs are to request routine vacation or conference time off at least 60 days in advance.

If more AMEs wishes to be off at one time than may be allowed, the AMEs within the department or team first will be given an opportunity to resolve the issue. If they cannot do so, the CME shall consult with the AMEs within the department or team to attempt to obtain a resolution. If they cannot resolve the matter, the CME shall decide the issue based upon seniority and the fair distribution of prime vacation times among the AMEs. Emergency vacation requests will be granted if the County determines that the orderly and timely disposition of cases will not be adversely affected.

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

Section 7.4 Accrued Benefits at Separation:

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

**ARTICLE VIII
REDUCTION IN WORFORCE, LAYOFF, AND RECALL**

Should the County find it necessary to decrease the number of AMEs at CCME, the County shall give written notice to the Union at least thirty (30) days prior to the effective date of the layoff of the employees. During that interim period, the County will be willing to meet with the Union to discuss any alternatives to the layoff of any employee(s) but shall have no duty to bargain regarding its decision to lay off AMEs nor the impact of that decision on the bargaining unit or members of the bargaining unit. In determining the identity of AMEs who shall be laid off or recalled, the County shall consider the AME's education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. When all of these factors are equal, the least senior AME shall be laid off. Non-probationary employees who are laid off shall be subject to recall for twelve (12) months in the case of an employee with less than one (1) year of service; twenty four (24) months in the case of an employee with one (1) or more years of service; thirty-six (36) months in the case of an employee with seven (7) years or more of service when the absence began. No vacancy should be filled by an external hire if there is an AME with recall rights who is qualified to fill that position. The Employer shall send a copy of the letter of recall to the Union.

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

ARTICLE IX RETENTION

All Assistant Medical Examiners (AMEs) who were hired or rehired as an AME before October 16, 2012, will not be required to obtain or maintain any type of certification from the American Board of Pathology (ABP) as a condition of employment barring any legal mandates to the contrary.

All AMEs who are hired or rehired as an AME after October 16, 2012 who are not Board certified in forensic pathology will have three years from the date of hire to obtain board certification from the American Board of Pathology in Forensic Pathology. Certification is a condition of employment. Failure to maintain Forensic Pathology Board certification through the ABP shall be cause for termination.

ARTICLE X CONTINUITY OF OPERATION

Section 10.1 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 County, or other curtailment, restriction or interference with any of the County's functions or operations; and no AME will participate in any such activities during the term of this Agreement or any extension thereof.

Section 10.2 Union Responsibility:

Should any activity prescribed in Section 10.1 of this Article occur, which the Union has or has not sanctioned, the Union shall immediately:

- (b) publicly disavow such action by the employees or other persons involved;
- (c) advise the County in writing that such action has not been caused or sanctioned by the Union;
- (d) notify the AMEs stating that it disapproves of such action and instructing all employees to cease such action and return to work immediately;
- (e) 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 10.3 Discharge of Violators:

The County shall have the right to discharge or otherwise discipline any or all AMEs who violate any of the provisions of this Article. In such event, the AME(s), or the Union on their

behalf, shall have no recourse to the grievance procedure, except for the sole purpose of determining whether an AME participated in the action prohibited by this Article. If it is determined that an AME 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 AMEs on the basis of race, color or creed.

Section 10.4 No Lock Out:

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

Section 10.5 Reservation of Rights:

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

**ARTICLE XI
COMPENSATION**

Section 11.1: Pay Increase:

- Effective the first full pay period after January 1, 2019, the Employer will upgrade all AMEs to the AME III pay scale at the grade and step the employee is on in the existing AME II pay scale on the effective date of the upgrade.
- All non-board certified AMEs hired after October 16, 2012, will be placed on the existing AME I pay scale for non-board certified AMEs; and effective the first full pay period after January 1, 2019, will be placed on the non-board certified AME I pay schedule effective January 1, 2019.
- Effective the first full pay period after January 1, 2019, all AMEs who teach Forensic Fellows each year will earn a differential based on years of experience at the Cook County Medical Examiner's Office. The teaching differential shall be:

\$3,000 per year for AMEs with 0-4 years' experience

\$4,000 per year for AMEs with 5-9 years' experience

\$5,000 per year for AME's with 10+ years' experience

The annual teaching differential will be paid monthly in twelve equal installments in an amount equal to one-twelfth (1/12) of the appropriate amount set forth above.

- Effective the first full pay period on or after September 1, 2019, all employees will receive a 2% increase.
- Effective the first full pay period on or after September 1, 2020, all employees will receive a 2% increase.
- See Salary Schedules attached as Appendices A-1 and A-2

Section 11.2 New Classification:

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

Section 11.3 Newly Certified Positions

Upon notification from the Union to the Employer and its Human Resource Director, the Employer agrees to meet with the Union within sixty (60) days thereafter to discuss the placement of newly certified bargaining unit positions on the wage scale.

**ARTICLE XII
WELFARE BENEFITS**

Section 12.1 Sick Pay:

AMEs shall accumulate sick pay credits at the rate of 3.69 hours per pay period in which the AME is in pay status for at least 40 hours. Sick leave may be accumulated up to a maximum of one hundred seventy-five (175) days. Sick leave may be used for illness, disability, incidents of pregnancy or non-job-related injury to the employee; appointments with physicians, dentists or other recognized practitioners; or for serious illnesses, disability or injury in the AME's immediate family as defined in Article XIII Section 3(c). Sick pay shall be at the AME's regular pay rate for each day of absence.

Section 12.2 Disability Benefits:

AMEs incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Duty disability and ordinary disability benefits also will be paid to AMEs who are participants in the County Employee Pension Plan in accordance with that plan. Duty disability benefits are paid to the AME by the Retirement Board when the AME is disabled while performing his/her work duties. Benefits amount to seventy-five percent (75%) of the AME's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Worker's Compensation paid the County. Ordinary disability occurs when an AME becomes disabled due to any cause, other than injury on the job. An eligible AME who has applied for such disability compensation will be entitled to receive, on the thirty-first (31) day following disability, fifty percent (50%) of salary, less an amount equal to the sum deducted for all annuity purposes. If an AME receives accrued salary beyond the 31st

day, disability payment will not begin until the 1st day the AME 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 AME and the County otherwise agree. The AME will not be required to use sick time and for vacation time for any day of duty disability. All provisions of this section are subject to change to the extent required by State law.

Section 12.3 Life Insurance:

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

Section 12.4 Pension Plan:

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

Section 12.5 Dental Plan:

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

Section 12.6 Vision Plan:

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

Section 12.7 Flexible Benefits Plan:

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

Section 12.8 Insurance Claim:

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

**ARTICLE XIII
LEAVES OF ABSENCE**

Section 13.1 Personal Leave:

An AME may be granted a leave of absence without pay by the appropriate management designee, with the written approval of the CME. Such leave shall be intended to take care of emergency situations and shall be limited to one (1) month for every full year or continuous employment by the County and /or any of the Cook County Health Facilities, not to exceed one (1) year, except for military service. An employee granted a leave of absence shall be eligible, when such leave expires, to receive the salary and the same or comparable position at the time the leave was granted.

Section 13.2 Duty to Inform:

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

Section 13.3 Family and Medical Leave:

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

- A. The birth of a child;
- B. Placement of a child with the AME for adoption or foster care;
- C. The care of an AME's spouse, son, daughter, or parent, who has a serious health condition; and
- D. A serious health condition that makes an AME unable to perform the functions of his/her position.

While an AME is on Family and Medical Leave, the County shall continue to pay its share of the employee's health insurance premium, and the employee is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Any employee granted a family and medical leave must use available benefit time such as sick, vacation and personal and compensatory time when invoking FMLA. Employee may not opt to be put into zero (0) time

status until all accrued benefit time has first been used when on an approved Family Medical leave. To the extent that the employee is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

Section 13.4 Maternity/Paternity Leave:

AMEs shall be granted unpaid maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. AMEs need not exhaust all accrued vacation or sick time before going on maternity/paternity leave, but may apply such accrued time to the leave. The length of such leave, in general, shall not exceed six (6) months, but may be renewed by the CME. Upon returning from such leave, the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave. Leave granted under this section counts toward an employee's twelve (12) weeks of Family Medical Leave.

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

Section 13.5 Disability Leave:

An AME who is receiving County disability benefits shall be granted a leave of absence without pay for the duration of the period for which disability benefits are received. If at any time while the employee is eligible for the disability leave, the employee becomes able to perform their job, they will be granted the same or comparable position, at the same salary, to the extent that one is available for which they are qualified.

Section 13.6 Military Leave:

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

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

Section 13.7 Seniority on Leave:

An employee on an approved unpaid leave of absence shall retain seniority accrued prior to the leave, but shall not accrue seniority, pension, vacation or other benefit service credit

during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

Section 13.8 Retention of Benefits:

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

**ARTICLE XIV
ADDITIONAL BENEFITS**

Section 14.1 Bereavement Pay:

In the event of death in the immediate family, an AME will be granted up to three (3) paid, excused days off. Where death occurs and the funeral is to be held outside a one-hundred and fifty (150) mile radius from the County Building, 118 N. Clark St., Chicago, Illinois, the employee shall be entitled to a maximum of five (5) paid, excused days off.

For purposes of this section, an employee's immediate family includes parents, spouse, children (including stepchildren and foster children) siblings and domestic partners. The three (3) or five (5) days of bereavement leave shall not include the employee's unpaid scheduled days off. If an AME'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. Any additional time needed for bereavement for these relationships, or for bereavement regarding spouse's parents, grandparents, grandchildren or other members of the AME's household may be taken as emergency vacation.

To qualify for pay as provided herein, the employee must present satisfactory proof of death, relationship to deceased and attendance at the funeral.

Section 14.2 Jury Make-Up Pay:

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

Section 14.3 Election Day:

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

**ARTICLE XV
COUNTY AND UNION RELATIONS**

Section 15.1 Labor Management Meetings:

For the purpose of conferring on matters of mutual interest, the Union and the County agree to meet at least once each quarter, but more frequently if mutually agreed. Within five (5) days of either party making a request to meet, the parties shall schedule a mutually convenient time and location for the Labor Management Meeting. At least five (5) days prior to the scheduled meeting, the Union and the County shall each notify the other of the items that it wishes to have placed on the agenda. The Union and the County shall each designate not more than one (1) representative to a labor-management committee for this purpose, although the representatives designated by either party may be alternated or rotated if desired.

Section 15.2 Union Representatives:

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

Section 15.3 Member Orientation:

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

Section 15.4 Meeting Space:

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

The CCME provides each AME with a private office which may be used for Stewards' Meetings.

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

Provision of space may be restricted based on the normal educational functions of the CCMEO, including in house as well as outside organization educational programs.

Section 15.5 Bulletin Boards:

The County will make two (2) bulletin boards available for the non-exclusive use by the Union at the CCME facilities in the main doctor's hallway. Upon approval by the CCME, which shall not be unreasonable delayed or withheld, the Union shall be permitted to post notices on these bulletin boards regarding Union meetings and Union business. There shall be no other postings by the Union or its members of materials other than as herein provided. No AMEs shall make any distributions so as to interfere with the performance of his/her duties.

**ARTICLE XVI
MISCELLANEOUS**

Section 16.1 No Discrimination:

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

Section 16.2 Safety:

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

Section 16.3 Partial Invalidity:

If any provision of this Agreement is or becomes invalid or unenforceable by reason of any Federal or State law or local ordinance now existing or hereinafter enacted, such invalidity or unenforceability shall not affect the remainder of the provisions hereof.

Section 16.4 Evaluations:

AMEs shall be provided with a copy of any evaluation pertaining to them. At the AME's request, the CME shall meet with the AME to discuss the evaluation. If the County implements any evaluation process other than that which currently exists, the County will notify the Union and, at the Union's request, shall meet with the Union to discuss the process prior to implementation.

Section 16.5 Personnel File:

Upon written request to the CME or designee, an employee may inspect his/her personnel file at a time mutually acceptable to the CCME and the employee. Discipline, counseling, complaints evaluations, memoranda or correspondence regarding performance or other work-related issues that are maintained by the CCME shall be made available to the employee, upon request, at a mutually agreeable time.

Each employee will receive a copy of any formal performance evaluation, written warning, documentation of a verbal warning, or any other materials of disciplinary and/or adverse nature, before such material is placed in his/her personnel file. The employee shall have the right to respond in writing within ten (10) working days from the date such material was presented to the employee and to have such response placed in the file.

Section 16.6 Physician's Statement:

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

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

Section 16.7 Credit Union:

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

Section 16.8 Distribution of Work Load:

The County agrees that operational needs are paramount in making work assignments, and workloads should be distributed equitably among the AMEs when practical. The on-call AME will make every effort to equally distribute the daily case load to the staff. The on-call AME shall be in the Office of the Medical Examiner to distribute cases in such a fashion as to allow timely case work so as not to adversely affect the timely and orderly disposition of the daily cases.

Section 16.9 Printing Collective Bargaining Agreements:

Any and all costs related to the printing of collective bargaining agreements in booklet form shall be divided equally between the County and the Union provided the booklets are printed by the Cook County Digital Graphics department.

The Union may opt to print collective bargaining agreements for their members at a facility other than the Cook County Digital Graphics Department. However, the Union will be solely responsible for the cost of printing the agreements.

Section 16.10 Personnel Rule Changes:

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

Section 16.11 Travel Reimbursement:

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

Section 16.12 Orientation:

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

The County and Union agree to communicate monthly regarding the time and place of the orientation. A steward designated by the Union shall be given reasonable notice of the orientation and he/she shall also be released with pay for such purpose.

Section 16.13 Subcontracting:

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

The County will advise the Union in writing at least five (5) months in advance when such changes are contemplated and will discuss such contemplated changes with the Union, pursuant to the Illinois Public Labor Relations Act of 1984. The County will work with the Union in making every reasonable effort to place adversely affects employees into other bargaining unit positions. This five (5) month notice period will not apply in emergency situations where the Employer determines that subcontractors are needed.

Section 16.14 Tours:

In the interest of safety and professional duty, AME's shall have the authority to control the work environment in autopsy rooms, which includes but is not limited to having authority to prohibit individual and/or group tours of the area and to direct individual or group tours to leave the area. This section shall not apply to tours lead by the Medical Examiner, Deputy Medical Examiner, Assistant Medical Examiners, Executive Officer, Medical Records Supervisor, Safety Compliance Officer, and Chief or Deputy Chief of Investigations provided that the foregoing

officials give due deference to an AME's expression of concern that said tour interferes with the AME's ability to do their work.

Section 16.15 Subpoena:

The Office of the Medical Examiner will notify an AME as soon as practicable upon receipt of a subpoena for his/her employment records and provide said AME with a copy of said subpoena.

Section 16.16 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 Positions 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.

Section 16.17 Residency:

To encourage Cook County employees to maintain a personal commitment to his or her domicile in Cook County and thereby assure all residents and taxpayers that employees share in the responsibility of investing in the future of the County, all employees hired on or after ratification by both parties, must maintain their actual residence in the County throughout their employment. If such employee does not live within the County at the time of hire, he/she shall have six (6) months from the date of hire to establish actual residency in Cook County.

Section 16.18 Union and County Meetings Respecting Health Care:

For the purpose of maintaining communications between labor and management in order to cooperatively discuss issues respecting health care coverage for all County employees each Local Union, the County and members of bargaining units not covered by this Agreement shall meet quarterly through designated representatives. Each Local Union shall designate not more than one (1) representative to the Health Care/Management Committee. The County, through its Office of Risk Management, shall prepare and submit an agenda to the other parties at least one (1) week prior to the scheduled meeting, which agenda shall address, among other things, issues raised by each Local Union to the Office of Risk Management. The date and location for such meetings shall be established by the Office of Risk Management, taking into account the scheduling concerns of all County bargaining units.

Section 16.19 CBA in Electronic Format:

The parties shall agree that a PDF of the executed collective bargaining agreement shall serve as the definitive version of the Agreement. The County shall be under no obligation to make, distribute or pay for paper copies of the Agreement.

**ARTICLE XVII
EDUCATION SEMINARS**

AMEs shall receive up to ten (10) days of paid Educational leave to attend pre-approved professional medical education conferences or programs provided that they are job related and attendance does not impair the orderly and timely disposition of cases. If pre-approved by the CME and supported by receipts and documentation and confirmation of attendance, an Employee may be reimbursed for some or all of the costs related to his/her attendance at professional medical education conferences or programs at the discretion of the CME.

**ARTICLE XVIII
DURATION**

Section 18.1 Term:

This Agreement shall become effective in the first full pay period following Union ratification and approval by the Cook County Board of Commissioners, and shall remain in effect through November 30, 2020. It shall automatically renew itself from year to year thereafter unless either party shall give written notice to the other party not less than ninety (90) days prior to the expiration date, or any anniversary thereof, that it desires to modify or terminate this Agreement.

If such written notice is given by either party, this Agreement shall continue to remain in effect after the expiration date, until a new Agreement has been reached or either party shall give the other party five (5) consecutive days written notice of cancellation thereafter.

Section 18.2 Notice:

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 500, with a copy to the County's Chief, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois 60602; or if by the County, such notice shall be addressed to the Doctors Council SEIU representative at 300 S. Ashland, Suite 400, Chicago, Illinois 60607. Either party may, by like written notice, change the address to which notice to it shall be given.

Signed and entered into this _____ day of _____, 2019.

COUNTY OF COOK,


UNION,

DOCTORS COUNCIL SEIU

By:

TONI PRECKWINKLE, President
Cook County Board of Commissioners

By:



Dana Quartana, Regional Coordinator

Attest:

Karen A. Yarbrough,
Cook County Clerk

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER I
NON FORENSIC BOARD CERTIFIED - SEIU 20**

GD	1.1.19	1st Step	2nd Step	3rd Step
E7	Hourly	96.155	98.078	100.04
	Bi-Weekly	7,692.40	7,846.16	8,003.20
	Annual	200,002	204,002	208,081

GD	9.1.19	1st Step	2nd Step	3rd Step
E7	Hourly	98.078	100.04	102.04
	Bi-Weekly	7,846.24	8,003.20	8,163.20
	Annual	204,002	208,083	212,243

GD	9.1.20	1st Step	2nd Step	3rd Step
E7	Hourly	100.04	102.04	104.081
	Bi-Weekly	8,003.20	8,163.20	8,326.48
	Annual	208,083	212,243	216,488

1st Step - 1st year employed at the CCMEO Post Forensic Fellowship Training

2nd Step - 2nd year employed at the CCMEO Post Forensic Fellowship Training

3rd Step - 3rd year employed at the CCMEO Post Forensic Fellowship Training

Job Code 1743 E1 - 0-3 years f/t experience post Forensic Fellowship Training

Job Code 6030 E2 - 4-6 years

Job Code 6031 E3 - 7-9 years

Job Code 6032 E4 - 10-12 years

Job Code 6033 E5 - 13-15 years

Job Code 6035 E7 - 19 years and over

SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER III
FORENSIC BOARD CERTIFIED - SEIU 20

<u>GD</u>		<u>1ST</u> <u>STEP</u>	<u>2ND</u> <u>STEP</u>	<u>3RD</u> <u>STEP</u>	<u>4TH</u> <u>STEP</u>	<u>5TH</u> <u>STEP</u>	<u>6TH</u> <u>STEP</u>	<u>7TH</u> <u>STEP</u>	<u>8TH</u> <u>STEP</u>
E8	Hourly	104.140	106.744	109.412	112.148	114.951	117.825	120.771	123.790
	Bi-Weekly	8,331.23	8,539.51	8,753.00	8,971.82	9,196.12	9,426.02	9,661.67	9,903.22
	Annual	216,612	222,027	227,578	233,267	239,099	245,077	251,204	257,484
E9	Hourly	106.744	109.412	112.148	114.951	117.825	120.771	123.790	
	Bi-Weekly	8,539.51	8,753.00	8,971.82	9,196.12	9,426.02	9,661.67	9,903.22	
	Annual	222,027	227,578	233,267	239,099	245,077	251,204	257,484	
E10	Hourly	109.412	112.148	114.951	117.825	120.771	123.790		
	Bi-Weekly	8,753.00	8,971.82	9,196.12	9,426.02	9,661.67	9,903.22		
	Annual	227,578	233,267	239,099	245,077	251,204	257,484		
E11	Hourly	112.148	114.951	117.825	120.771	123.790			
	Bi-Weekly	8,971.82	9,196.12	9,426.02	9,661.67	9,903.22			
	Annual	233,267	239,099	245,077	251,204	257,484			
E12	Hourly	114.951	117.825	120.771	123.790				
	Bi-Weekly	9,196.12	9,426.02	9,661.67	9,903.22				
	Annual	239,099	245,077	251,204	257,484				
E13	Hourly	117.825	120.771	123.790					
	Bi-Weekly	9,426.02	9,661.67	9,903.22					
	Annual	245,077	251,204	257,484					
E14	Hourly	120.771	123.790						
	Bi-Weekly	9,661.67	9,903.22						
	Annual	251,204	257,484						

Job Code 5921	E8 – 0-3 years f/t experience post Forensic Board certification
Job Code 6036	E9 – 4-6 years
Job Code 6037	E10 – 7-9 years
Job Code 6038	E11 – 10-12 years
Job Code 6039	E12 – 13-15 years
Job Code 6040	E13 – 16-19 years
Job Code 6041	E14 – 19 years and over

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER III
FORENSIC BOARD CERTIFIED - SEIU 20**

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP
E8	Hourly	106,223	108,879	111,600	114,391	117,250	120,182	123,186	126,266
	Bi-Weekly	8,497.84	8,710.32	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28
	Annual	220,943	226,468	232,128	237,933	243,880	249,978	256,226	262,633
E9	Hourly	108,879	111,600	114,391	117,250	120,182	123,186	126,266	
	Bi-Weekly	8,710.32	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28	
	Annual	226,468	232,128	237,933	243,880	249,978	256,226	262,633	
E10	Hourly	111,600	114,391	117,250	120,182	123,186	126,266		
	Bi-Weekly	8,928.00	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28		
	Annual	232,128	237,933	243,880	249,978	256,226	262,633		
E11	Hourly	114,391	117,250	120,182	123,186	126,266			
	Bi-Weekly	9,151.28	9,380.00	9,614.56	9,854.88	10,101.28			
	Annual	237,933	243,880	249,978	256,226	262,633			
E12	Hourly	117,250	120,182	123,186	126,266				
	Bi-Weekly	9,380.00	9,614.56	9,854.88	10,101.28				
	Annual	243,880	249,978	256,226	262,633				
E13	Hourly	120,182	123,186	126,266					
	Bi-Weekly	9,614.56	9,854.88	10,101.28					
	Annual	249,978	256,226	262,633					
E14	Hourly	123,186	126,266						
	Bi-Weekly	9,854.88	10,101.28						
	Annual	256,226	262,633						

Job Code 5921	E8 - 0-3 years f/t experience post Forensic Board certification
Job Code 6036	E9 - 4-6 years
Job Code 6037	E10 - 7-9 years
Job Code 6038	E11 - 10-12 years
Job Code 6039	E12 - 13-15 years
Job Code 6040	E13 - 16-19 years
Job Code 6041	E14 - 19 years and over

**SCHEDULE XXXIV
BUREAU OF HUMAN RESOURCES
ASSISTANT MEDICAL EXAMINER III
FORENSIC BOARD CERTIFIED - SEIU 20**

GD		1ST STEP	2ND STEP	3RD STEP	4TH STEP	5TH STEP	6TH STEP	7TH STEP	8TH STEP
E8	Hourly	108.347	111.057	113.832	116.679	119.595	122.586	125.650	128.791
	Bi-Weekly	8,667.76	8,884.56	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28
	Annual	225,361	230,998	236,770	242,692	248,757	254,978	261,352	267,885
E9	Hourly	111.057	113.832	116.679	119.595	122.586	125.650	128.791	
	Bi-Weekly	8,884.56	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28	
	Annual	230,998	236,770	242,692	248,757	254,978	261,352	267,885	
E10	Hourly	113.832	116.679	119.595	122.586	125.650	128.791		
	Bi-Weekly	9,106.56	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28		
	Annual	236,770	242,692	248,757	254,978	261,352	267,885		
E11	Hourly	116.679	119.595	122.586	125.650	128.791			
	Bi-Weekly	9,334.32	9,567.60	9,806.88	10,052.00	10,303.28			
	Annual	242,692	248,757	254,978	261,352	267,885			
E12	Hourly	119.595	122.586	125.650	128.791				
	Bi-Weekly	9,567.60	9,806.88	10,052.00	10,303.28				
	Annual	248,757	254,978	261,352	267,885				
E13	Hourly	122.586	125.650	128.791					
	Bi-Weekly	9,806.88	10,052.00	10,303.28					
	Annual	254,978	261,352	267,885					
E14	Hourly	125.650	128.791						
	Bi-Weekly	10,052.00	10,303.28						
	Annual	261,352	267,885						

Job Code 5921	E8 - 0-3 years f/t experience post Forensic Board certification
Job Code 6036	E9 - 4-6 years
Job Code 6037	E10 - 7-9 years
Job Code 6038	E11 - 10-12 years
Job Code 6039	E12 - 13-15 years
Job Code 6040	E13 - 16-19 years
Job Code 6041	E14 - 19 years and over

Appendix C

Cook County Benefit Overview

HMO(s)	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Out of Pocket Maximum</i>	All Copays accumulate to OOP Max	All Copays accumulate to OOP Max
<i>Out of Pocket Maximum</i>	\$1,600 single / \$3,200 family	\$1,600 single / \$3,200 family
<i>Inpatient Facility</i>	\$100 copay per admit	\$100 copay per admit
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)
<i>Other PCP / Urgent Care</i>	\$15 copay	\$15 copay
<i>Specialists</i>	\$20 copay	\$20 copay
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	\$0 copay	\$0 copay
<i>Accident / illness</i>	\$15 copay	\$15 copay
<i>Emergency Room</i>	\$75 copay	\$75 copay
PPO	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Deductible and Out of Pocket Maximum</i>	Copay and Deductibles do accumulate to OOP Max	Copay and Deductibles do accumulate to OOP Max
<i>Annual Deductible</i>	\$350 / \$700 (Single / Family) 2x Out of Network	\$350 / \$700 (Single / Family) 2x Out of Network
<i>Out of Pocket Maximum</i>	\$1,600/\$3,200 (Single / Family) 2x Out of Network	\$1,600/\$3,200 (Single / Family) 2x Out of Network
<i>Inpatient Facility</i>	90% In network / 60% Out of network	90% In network / 60% Out of network
<i>Preventive</i>	\$0 copay (100% Covered)	\$0 copay (100% Covered)
<i>PCP</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Specialists</i>	90% coinsurance after \$35 copay / 60% Out of network	90% coinsurance after \$35 copay / 60% Out of network
<i>X-Ray / Diagnostic tests (performed in lab or hospital)</i>	90% in network 60% Out of network	90% in network 60% Out of network
<i>Accident / Illness</i>	90% coinsurance after \$25 copay / 60% Out of network	90% coinsurance after \$25 copay / 60% Out of network
<i>Emergency Room – In / Out of Network</i>	\$75 copay	\$75 copay

Cook County Benefit Overview (Cont.)

Drug	Current - Benefits Effective 12/1/2015	Benefits Effective 6/1/2018
<i>Prescription Drugs – Retail</i>	Generic: \$10 copay Brand Formulary: \$25 copay Brand Non-Formulary: \$40 copay Mail Order: 2 x retail	Generic: \$15 copay Brand Formulary: \$30 copay Brand Non-Formulary: \$50 copay Mail Order: 2 x retail
<i>Generic Step Therapy</i>	PBM's generic step therapy program	PBM's generic step therapy program
<i>Mandatory Maintenance Choice</i>	Mandatory mail-order for maintenance drugs	Mandatory mail-order for maintenance drugs

Vision	Current - Benefits Effective 12/1/2015
<i>Eye Examination</i>	\$0 copay Once per 12 months
<i>Eyeglass Lenses*</i>	\$0 copay standard uncoated plastic Once per 12 months
<i>Frames</i>	\$0 copay up to \$100 / Amount over \$100 less 10% Once per 24 months
<i>Contact Lenses*</i>	\$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 – Benefits Effective 12/1/2015
<i>Annual Deductible</i>	\$0 (None)
<i>Benefit Period Maximum</i>	None
<i>Preventive</i>	Requires a Maximum Allowance Includes 2 exams / cleanings per benefit period; Includes fluoride treatments under age 19
<i>Basic Benefits</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 70%
<i>Major Services</i>	Requires a copayment for each specific service; Copayments equal a discount of approximately 60%
<i>Orthodontics</i>	Requires copayments; Copayments equal a discount of approximately 25%; Max one full course of treatment for dependent children under 19

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

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

	80% of Maximum Allowance (Out of network)
<i>Endodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Periodontics</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Oral Surgery</i>	80% of Maximum Allowance (In network) 60% of Maximum Allowance (Out of network)
<i>Prosthetics</i>	50% of Maximum Allowance (In and out of network)
<i>Orthodontics</i>	50% up to a lifetime max of \$1,250 (In and out of network)

Cook County Benefit Overview (Cont.)

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

Blue Advantage HMO	Current Effective 12/1/2016
Employee Only	1.50%
Employee + Spouse	2.00%
Employee + Child(ren)	1.75%
Employee + Family	2.25%

PPO	Current Effective 12/1/2016
Employee Only	2.50%
Employee + Spouse	3.00%
Employee + Child(ren)	2.75%
Employee + Family	3.25%

Dental	Current Effective 12/1/2016
HMO	\$0
PPO	\$0

Vision	Current Effective 12/1/2016
Vision Plan	\$0