



**Board of Commissioners of Cook County
Minutes of the Labor Committee**

Tuesday, November 14, 2023

1:45 PM

**Cook County Building, Board Room,
118 North Clark Street, Chicago, Illinois**

ATTENDANCE

Present: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

REMOTE PARTICIPATION

A motion was made by Commissioner Lowry, seconded by Vice Chairman Quezada, that allow remote participation. The motion carried unanimously.

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

There will be a meeting of the Labor Committee of the Board of Commissioners of Cook County at the date, time and location listed above to consider the following:

PUBLIC TESTIMONY

Chairwoman Anaya asked the Secretary to the Board to call upon the registered public speakers, in accordance with Cook County Code.

[23-5722](#)

COMMITTEE MINUTES

Approval of the minutes from the meeting of 10/18/2023

A motion was made by Commissioner Lowry, seconded by Vice Chairman Quezada, that this Committee Minutes be approve. The motion carried.

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

[23-5080](#)

Presented by: VELISHA HADDOX, Chief, Bureau of Human Resources

PROPOSED CONTRACT AMENDMENT

Department(s): Various Cook County Bureaus, Agencies and Office of the Elected Offices

Vendor: Various Law Firms:

Franczek P.C., Chicago, Illinois

Frank M. Pawlak, P.C. Romeoville, Illinois

Hinshaw & Culbertson, LLP, Chicago, Illinois

Robbins Schwartz, Chicago, Illinois

Zuber Lawler LLP, (formerly Zuber Lawler & Del Duca, LLP) Chicago, Illinois

Request: Authorization for the Chief Procurement Officer to extend and increase contract

Good(s) or Service(s): Labor and Employment Consultation and /or Representation Services (Non-Target Markert) for six (6) categories of legal services

Category I- Union Contract Negotiations

Category II- Collective Bargain Agreement (CBA) Interpretation and Implementation

Category III- Labor Relations Board Matters

Category IV- Employment Law

Category V- Employment Benefits and Pension

Category VI- Employment of Foreign Nationals

Original Contract Period: 12/1/2019 - 11/30/2021 with two (2), one-year renewal options

Proposed Amendment Type: Extension and Increase

Proposed Contract Period: Extension period 12/1/2023 - 5/31/2024

Total Current Contract Amount Authority: \$4,270,000.00 for program

Original Approval (Board or Procurement): Board, 11/21/2019, \$2,600,000.00 for program

Increase Requested: \$545,535.00 for program

Previous Board Increase(s): 11/4/2021, \$1,670,000.00 for program

Previous Chief Procurement Officer Increase(s): N/A

Previous Board Renewals: 11/4/2021, 12/1/2021 - 11/30/2023

Previous Chief Procurement Officer Renewals: N/A

Previous Board Extension(s): N/A

Previous Chief Procurement Officer Extension(s): N/A

Potential Fiscal Impact: FY 2024:

Bureau of Human Resources: \$200,000.00;

Office of the Chief Judge: \$295,535.00;

Clerk of the Circuit Court: \$50,000.00

Accounts:

1. Bureau of Human Resources: 11000.1490.33910.521045.00000.00000
2. Office of the Chief Judge: 11100.1310.10155.521045.00000.00000
3. Clerk of the Circuit Court: 11000.1335.14915.521045.00000.00000

Contract Number(s):

1944-17731D Franczek, P.C.

1944-17731E Hinshaw & Culbertson, LLP

1944-17731F Robbins Schwartz

1944-17731H Frank M. Pawlak, P.C

1944-17731J Zuber Lawler, LLP

Concurrences:

The Vendor has met the Minority-and Women-owned Business Enterprise Ordinance Via: Full MWBE Waiver.

The Chief Procurement Officer concurs.

Summary: The Bureau of Human Resources is requesting authorization for the Chief Procurement Officer to extend these contracts and increase program funding for the pre-qualified pool of firms above for six (6) additional months, to provide the OCPO's office with sufficient time to solicit and secure new contracts for these services.

These firms have elected to remain in the pool of qualified firms to provide legal consultation and representation services for various County bureaus, agencies, and offices of elected officials on labor and employment matters.

Contracts for this program were awarded through Request for Qualification (RFQ) procedures in accordance with Cook County Procurement Code. Various vendors were selected based on established evaluation criteria.

A motion was made by Commissioner Lowry, seconded by Vice Chairman Quezada, that this Contract Amendment be accept as substituted. The motion carried.

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

[23-5080](#)

Presented by: VELISHA HADDOX, Chief, Bureau of Human Resources

PROPOSED SUBSTITUTE TO FILE 23-5080

PROPOSED CONTRACT AMENDMENT

Department(s): Various Cook County Bureaus, Agencies and Office of the Elected Offices

Vendor: Various Law Firms:

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Frank M. Pawlak, P.C. Romeoville, Illinois

Hinshaw & Culbertson, LLP, Chicago, Illinois

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Proposed Contract Period: Extension period 12/1/2023 - 5/31/2024

Total Current Contract Amount Authority: \$4,270,000.00 for program

Original Approval (Board or Procurement): Board, 11/21/2019, \$2,600,000.00 for program

Increase Requested: ~~\$545,535.00 for program~~ \$795,535.00 for program

Previous Board Increase(s): 11/4/2021, \$1,670,000.00 for program

Previous Chief Procurement Officer Increase(s): N/A

Previous Board Renewals: 11/4/2021, 12/1/2021 - 11/30/2023

Previous Chief Procurement Officer Renewals: N/A

Previous Board Extension(s): N/A

Previous Chief Procurement Officer Extension(s): N/A

Potential Fiscal Impact: FY 2024:

Bureau of Human Resources: ~~\$200,000.00;~~ \$450,000.00;

Office of the Chief Judge: \$295,535.00;

Clerk of the Circuit Court: \$50,000.00

Accounts:

1. Bureau of Human Resources: 11000.1490.33910.521045.00000.00000
2. Office of the Chief Judge: 11100.1310.10155.521045.00000.00000
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1944-17731J Zuber Lawler, LLP

Concurrences:

The Vendor has met the Minority-and Women-owned Business Enterprise Ordinance Via: Full MWBE Waiver.

The Chief Procurement Officer concurs.

Summary: The Bureau of Human Resources is requesting authorization for the Chief Procurement Officer to extend these contracts and increase program funding for the pre-qualified pool of firms above for six (6) additional months, to provide the OCPO's office with sufficient time to solicit and secure new contracts for these services.

These firms have elected to remain in the pool of qualified firms to provide legal consultation and representation services for various County bureaus, agencies, and offices of elected officials on labor and employment matters.

Contracts for this program were awarded through Request for Qualification (RFQ) procedures in accordance with Cook County Procurement Code. Various vendors were selected based on established evaluation criteria.

A motion was made by Commissioner Lowry, seconded by Vice Chairman Quezada, to recommend for approval as substituted 23-5080. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

[23-3804](#)

Sponsored by: ALMA E. ANAYA and ANTHONY J. QUEZADA, Cook County Board Of Commissioners

PROPOSED RESOLUTION

REQUESTING A HEARING OF THE LABOR COMMITTEE FOR A REPORT FROM THE BUREAU OF HUMAN RESOURCES (BHR) ON THE IMPLEMENTATION OF THE RECRUITMENT INCENTIVE AND RETENTION BONUS PAY PROGRAM

WHEREAS, in 2022, Cook County Board of Commissioners authorized the Cook County Bureau of Human Resources to enter into a Recruitment Incentive and Retention Bonus Pay Program; and

WHEREAS, this program came to be after the County experienced the effects of the Great Resignation during and after the COVID-19 pandemic which lead to many vacancies in various fields; and

WHEREAS, the goal of this program is to recruit more employees and increase the workforce; and

WHEREAS, this program was proposed for the remaining Fiscal Year of 2022 and 2023; and

WHEREAS, the Cook County Board of Commissioners are tasked with implementation of programs the Body votes for and requests an update on the status of this pilot program and its outcomes of it; and

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby request a hearing of the Labor Committee to receive an update on the implementation of the Recruitment Incentive and Retention Bonus Pay Program, including:

- a. The status of the implementation of this program;

- b. The status of how many agencies and/or offices that have submitted proposals;
- c. The status of any challenges that the Bureau of Human Resources and the different agencies and offices have faced with the implementation of the program;
- d. An update on the funding limitations for this program; and

BE IT FURTHER RESOLVED, that the Bureau of Human Resources in partnership with the Chief Financial Officer and Budget Director are asked to appear before the Labor Committee to update the Committee on the implementation of the Recruitment Incentive and Retention Bonus Pay Program, including the matters discussed above

A motion was made by Vice Chairman Quezada, seconded by Commissioner Lowry, to defer 23-3804. The motion carried by the following vote:

Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

[23-5444](#)

Sponsored by: ANTHONY J. QUEZADA, ALMA E. ANAYA, MONICA GORDON, JOSINA MORITA, TARA S. STAMPS and MAGGIE TREVOR, Cook County Board Of Commissioners

PROPOSED RESOLUTION

A RESOLUTION SUPPORTING THE UNITED AUTO WORKER (UAW) UNION IN THEIR CONTRACT NEGOTIATIONS AND STRIKE

WHEREAS, On the 15th of September 2023, the United Auto Workers (UAW) union began a historic workers’ strike against the Big Three automobile companies in the United States - Ford, General Motors, and Stellantis; and

WHEREAS, The UAW is demanding that the Big Three eliminate the two-tier system for wages and benefits between newer and veteran employees, increase wages, restore the cost of living adjustment (COLA) metric, defined benefit pension for all workers, re-establish retiree medical benefits, right to strike over plant closures and a working family protection program that supports UAW members and their families in the event of one, end the abuse and over-reliance of temporary workers, more paid time off, and a significant increase in retiree pay; and

WHEREAS, The UAW stated that this labor strike is part of a larger effort for economic justice against the upper echelon of society, who have seen major financial gains the past couple of decades while working-class wages have stagnated; and

WHEREAS, The UAW is demanding a fairer share of the profits that auto workers generate, as

executive pay has increased 40% during the life of the previous contract while worker pay has only increased by 6%; and

WHEREAS, UAW workers made large concessions during the 2007-2008 economic recession, which included the surrender of the COLA metric that left their wages vulnerable to inflation, to support the companies employing their members, and the current demands represent a long-overdue redressal of said concessions; and

WHEREAS, 4,600 workers with UAW Local 551 at the Chicago Ford Assembly plant at 12600 S. Torrence Avenue on the South Side of the City of Chicago in Cook County recently joined the strike. The plant produces the Ford Explorer, Lincoln Aviator SUV, and the Police Interceptor SUV - the nation's top-selling police vehicle; and

WHEREAS, according to the Chicago UAW Local 551, many workers have taken on second and third jobs to make a livable wage, negatively affecting the whole community. The community relies on the workers, and everything they do is fed back to the local community; since they do not get paid a living wage, they find it difficult to support their small businesses.

NOW THEREFORE BE IT RESOLVED, That we, the President of the Cook County Board of Commissioners and members of the Board of Commissioners, do hereby stand in solidarity with United Auto Workers in Cook County and across the country in their strike for a fair contract; and

BE IT FURTHER RESOLVED, That a suitable copy of this resolution be sent to the UAW International Headquarters and to UAW Local 551.

A motion was made by Vice Chairman Quezada, seconded by Commissioner Aguilar, that this Resolution be recommend for approval. The motion carried.

Ayes: Anaya, Quezada, Aguilar, Degnen, Moore, Morrison and Stamps (7)

Present: Lowry (1)

Absent: Miller (1)

ADJOURNMENT

A motion was made by Commissioner Lowry, seconded by Vice Chairman Quezada, to adjourn the meeting. The motion carried unanimously.

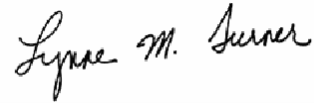
Ayes: Anaya, Quezada, Aguilar, Degnen, Lowry, Moore, Morrison and Stamps (8)

Absent: Miller (1)

Respectfully submitted,



Chairman



Secretary

A complete record of this meeting is available at <https://cook-county.legistar.com>.