

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 20, CTW/CLC

AND

**COUNTY OF COOK
AMBULATORY COMMUNITY HEALTH NETWORK
(ACHN & OAK FOREST HEALTH FACILITIES DOCTORS)
(REPRESENTING ATTENDING PHYSICIANS & DENTISTS)**

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 Service Employees International Union, Local 20, CTW/CLC, hereinafter referred to as the "Union" and the County of Cook, hereinafter referred to as the "County".

ARTICLE I

RECOGNITION

Section 1. Representation.

The County recognizes the Union as the sole and exclusive representative for full-time generalist attending physicians ("Doctors") employed by the County of Cook who normally spend a majority of their clinical time providing direct patient care in internal medicine, family practice, and pediatrics current in the County's Ambulatory and Community Health Network ("ACHN") clinics and such regular part-time Doctors who normally work at least 20 hours per week at the County of Cook's ACHN clinics, and all regular full-time and regular part-time Doctors and dentists employed by the County of Cook who normally spend a majority of their work week at Oak Forest Health Center/Hospital, but excluding: all other full-time and part-time doctors employed by the County of Cook's Bureau of Health at ACHN clinics or other facilities; the chief medical officers, clinic lead physicians, all voluntary, visiting, and contract physicians; all supervisory, managerial, and confidential employees as defined by the Act; and all elected officials of the County of Cook.

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

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

Section 3. 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 1. County Authority and Rights.

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

- A. The exclusive right to determine its policies, standards of services and to operate and manage its affairs and to direct its work force in accordance with its responsibilities. The County has all the customary and usual rights, power and functions of management.
- B. The exclusive right to hire, transfer, and promote; and the exclusive right to discipline, suspend or discharge employees for just cause.
- C. The right to establish reasonable work rules, make work assignments, determine schedules of work, methods, processes and procedures by which work is to be performed, place, methods, means and number of personnel needed to carry out the County's responsibilities and duties; as well as the right to determine reasonable productivity, performance and evaluation standards.
- D. The right to change existing or introduce new methods, equipment or facilities and the right to contract for goods and services.
- E. The right to make, publish, enforce reasonable rules and regulations, and to revise same; and, the County has the right to reclassify existing positions based on assigned duties and responsibilities or make changes in assigned duties and responsibilities.
- F. The right to establish standards governing the standard of care to be rendered to patients.

ARTICLE III

HOURS OF WORK

Section 1. Normal Workweek.

The normal workweek will consist of up to fifty (50) hours per week, but as professionals in the health care industry, Doctors will work such hours as are necessary to fulfill their patient care responsibilities, as well as being on-call as needed, by rotation within their department.

When a Doctor is on-call, the Doctor is expected to be able to report within one hour of being called. Discipline for failing to do so will not be automatic, but will be based on all of the facts, including how late the Doctor is, the reason for the delay, and whether a pattern exists, and shall be subject to the disciplinary and grievance procedures.

Section 2. Breaks.

The work day normally will include a thirty (30) minute meal period and necessary breaks which Doctors may take at their discretion, consistent with their professional judgment and responsibility provided that there will not be a disruption in patient care.

Section 3. Flex-Time.

Flex time schedules may be granted by County, if there are legitimate and compelling personal reasons for the request and the flex time is consistent with the operational needs of the Clinic. Such requests for flex time shall not be unreasonably denied. Requests for flex time must be submitted by the employee at least two (2) weeks in advance. Flex time privileges may be cancelled or suspended by the County for legitimate operational reasons or due to misuse by the employee.

Section 4. Schedules.

Doctor schedules shall be posted for the upcoming month at least two weeks in advance of the beginning of the month, including the schedule for moonlighting, rounds, and holidays. Once posted, schedules shall not be changed unless two (2) weeks' notice is provided to the affected doctor, except when the change is necessitated by the immediate need to provide patient care or when Doctors voluntarily exchange days or agree to cover other hours in which case the agreement to the schedule change shall be placed in writing by the affected Doctors and a copy provided to the Department/ Division Chair and leadership at ACHN clinical area.

ARTICLE IV

GRIEVANCE PROCEDURE

Section 1. Definition.

A grievance is a difference between the Union and the County regarding the interpretation or application of provisions of this Agreement, but does not include decisions or actions regarding credentialing, appointment, reappointment or other discipline or other

decisions or actions issued or made pursuant to the processes set forth in the Medical Staff Bylaws. The Union will send copies of grievances appealed to or submitted at Steps Three or Four to the hospital COO/Designee.

Section 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 Supervisor	5 days	5 days
2	5 days	Hospital/CMO or Designee	5 days	10 days
3	10 days	Chief, Bureau of Human Resources/Hearing Officer	30 days (Status report to Union if exceeded)	30 days (Status report to Union if exceeded)
4	30 days	Impartial Third Party		30 days

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

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

Section 3. Time Limits.

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

Section 4. Stewards.

The Union will advise the County in writing of the names of the stewards and shall notify the County promptly of any changes. Stewards will be permitted to handle and process grievances during their work hours provided that patient care will not be adversely affected. One steward will be released pursuant to this Section to handle any particular grievance. If there is a desire to train stewards or a grievance is of an unusual nature, the Union may request the release of one additional steward, and the Union’s request will not be unreasonably denied.

Up to two stewards shall be allowed to attend authorized meetings with Union representatives during normal hours without loss of pay, provided that at least 14 days’ advance notice of such meetings is given and that patient care will not be adversely impacted. Such

meetings shall be limited to a maximum of four per year per steward. Employees shall be allowed time off with pay to attend meetings agreed to by the Employer, required by the employer, or mandated by this Agreement.

Section 5. Union Representatives.

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

Section 6. Impartial Arbitration.

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

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

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

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

Section 7. Right to Union Representation.

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

ARTICLE V

CONTINUITY OF OPERATION

Section 1. No Strike.

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

Section 2. Union Responsibility.

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

- A. Publicly disavow such action by the Doctors or other persons involved;
- B. Advise the County in writing that such action has not been caused or sanctioned by the Union;
- C. Notify the Doctors stating that it disapproved of such action and instructing all Doctors to cease such action and return to work immediately; and
- D. Take such other steps as are reasonably appropriate to bring about observance of the provisions of this Article, including compliance with reasonable requests of the County to accomplish this end.

Section 3. Discharge of Violators.

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

Section 4. No Lock-Out.

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

ARTICLE VI
SENIORITY

Section 1. Probationary Period.

A Doctor's probationary period shall be six (6) months from his/her most recent date of hire at ACHN or at Oak Forest Health Center/Hospital. The Hospital may extend this probationary period for up to an additional six (6) months by written notice to the Doctor and to the Union. The Hospital shall meet with the Doctor to provide the reason for the extension, and the Doctor shall have the right to have a Union steward or representative present for that meeting. During the probationary period, a Doctor shall have no seniority, may be discharged for any lawful reason, and shall have no recall rights or recourse to the grievance procedure regarding any layoff, discipline or discharge. Upon completion of the probationary period, a Doctor's seniority shall be computed as the most recent date of hire. Any Doctor who has completed his or her probationary period as provided for in this section, and who then is transferred out of the bargaining unit to another position within Cook County Health and Hospitals System Board ("System") shall not serve an additional probationary period if he or she later transfers back into the unit.

If a Doctor who has completed his/her probationary period at another System Doctor bargaining unit is involuntarily transferred by the System to this Hospital, said Doctor will not have to go through the above probationary period. This exception shall not apply to a Doctor who joined this Hospital's staff as a result of applying for a vacant position that has arisen.

Section 2. Definition of Seniority.

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

Section 3. Return to Former Job.

An employee who has been promoted, transferred or recalled to another job within the represented unit or in accordance with the provisions of this Article, may be returned by County to the former job within a reasonable period, but not to exceed thirty (30) calendar days, without loss of seniority, if the employee does not demonstrate the ability to satisfactorily perform the job to which he/she was promoted, transferred, or recalled. An employee who has accepted another position within the Cook County Bureau of Health, whether or not within the bargaining unit, in accordance with the provisions of this Article, may ask to return to the former job within thirty (30) calendar days after commencing work in the new position without loss of seniority.

Section 4. Return to Represented Unit.

An employee who has been promoted or transferred out of the bargaining unit to another position within the Cook County Bureau of Health, and who is later transferred back to the unit, shall upon return to the unit be granted the seniority he/she would have had the employee continued to work in the bargaining unit.

Section 5. Discipline.

Doctors may only be disciplined for just cause and are entitled to Union representation in any disciplinary proceeding. A pre-disciplinary meeting for suspensions and discharges shall be held and the County shall make reasonable effort to accommodate the Union when scheduling such meetings. The County shall notify the Union and the employees of its intent to conduct a pre-disciplinary meeting, the reason for the meeting and the nature of the charge(s). During the pre-disciplinary meeting, the employee and/or the Union representative shall be given an opportunity to respond to the applicable charge(s). If the employee and/or the Union representative do not appear at the meeting, the County may proceed with the discipline, which shall be subject to the grievance procedure. Any verbal or written discipline less severe than a suspension shall not be used as the basis for the next step in progressive discipline if more than a year passes without the employee receiving additional discipline.

Section 6. Seniority List.

By the tenth calendar day of each month, the County will furnish the Union a seniority list showing the following information for each Doctor in the bargaining unit: 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); Classification; Work Site(s); Yearly Salary; Hourly Rate; Employment Status (*e.g.*, full-time, part-time, hourly per diem, per session, and etc.); Date of Hire; Union Membership Status (is the Doctor a member of the Union and paying union dues).

The list shall be on an Excel spreadsheet and delivered electronically. The County will furnish the Union with reports of new hires and terminations within thirty (30) days of the event.

Section 7. Termination of Seniority.

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

- A. Resignation or retirement;
- B. Discharge for just cause;
- C. Loss of clinical privileges at the Hospital or loss of appointment or reappointment to the Hospital Medical Staff pursuant to the procedures set forth in the Medical Staff Bylaws (not subject to the grievance and arbitration procedure);
- D. Absence for three consecutive work days without the employee notifying either his/her immediate supervisor or the Medical Director, unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;

- E. Failure to report to work upon the termination of a leave of absence or vacation unless the employee has an explanation that is satisfactory to the County which shall not act arbitrarily in applying this paragraph;
- F. Absence from work because of layoff for twelve (12) months or for disability or approved leave of absence for twelve (12) months in the case of all non-probationary employees;
- G. Failure to notify the County within nine (9) calendar days of the employee's intent to report to work upon recall from layoff, or failure to report for work within fourteen (14) calendar days after notice to report for work is sent by certified mail to the employee's last address on file with County; or
- H. Engaging in gainful employment while on an authorized leave of absence, unless written permission to engage in such employment was granted in advance by the County.

ARTICLE VII

HOLIDAYS

Section 1. Regular Holidays.

All full-time Doctors shall receive eight (8) hours pay at their regular hourly rate for the holidays listed below. These holidays are not to be counted as part of an employee's vacation time. (Part-time Doctors regularly working at least twenty (20) hours per week shall receive holiday pay on a pro rata basis.)

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

Section 2. Working On Holidays.

Doctors who work on any of the holidays identified in Section 1 of Article VI shall receive a day off (with eight (8) hours of pay at their regular hourly rate) before the end of the fiscal year in which the Doctor worked the holiday.

Section 3. Floating Holiday.

In addition to the paid holidays in Section 1, Doctors also shall accrue one (1) floating holiday on December 1 of each year. The Doctor may request to use the floating holiday at any time and requests shall not be unreasonably denied. Any floating holiday that a Doctor has not used during the fiscal year shall be lost and not carried over. A Doctor required to work on a previously scheduled floating holiday shall receive another day off as described in Section 2.

ARTICLE VIII

VACATIONS

Section 1. Eligibility.

Vacation credit shall be earned for each month during which the employee is in an active pay status for eighty (80) hours. The amount of annual paid vacation is based upon the following schedule:

<u>Service</u>	<u>Vacation</u>	<u>Maximum Accrual</u>
1 Year	15 Days/120 hours	30 Days/240 hours
5 Years	20 Days/160 hours	40 Days/320 hours
10 Years	25 Days/200 hours	50 Days/400 hours

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

Section 2. Maximum Accrual.

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

Section 3. Vacation Preference and Scheduling.

In order to ensure the orderly operation of the Hospital and in the interests of patient care, the County reserves the right to limit the number of Doctors within a department or team who will be permitted to be on vacation at any one time. The County, through the Department Chair in consultation with the Medical Director, further reserves the right to limit the number of consecutive vacation days, if it determines that patient care will be adversely affected by the Doctor's continued absence despite any alternative coverage which has been arranged. The County will consider the Doctor's personal circumstances when considering vacation requests. Doctors are to request routine vacation or conference time off at least 60 days in advance.

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

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

Section 4. Accrued Benefits at Separation.

Upon termination of employment, the Doctor shall be paid for all accrued but unused vacation days through the last day worked and for any compensating day that the employee has

not taken for having worked a holiday that occurred before the termination of the employee's employment.

ARTICLE IX

REDUCTION IN WORKFORCE, LAYOFF, AND RECALL

Should the County find it necessary to decrease the number of Doctors working within a specialty, the County shall give written notice to the Union at least sixty (60) days prior to the effective date of the layoff of the Doctors. During that interim period, if, within five (5) business days after receiving written notice of a layoff, the Union provides the Employer with dates to meet, the County shall meet with the Union to discuss any alternatives to the layoff of any Doctor(s) but shall have no duty to bargain regarding its decision to lay off Doctors nor the impact of that decision on the bargaining unit or members of the bargaining unit. In determining the identity of Doctors who shall be laid off or recalled, the County shall base its decision on the Doctors' education, training, experience, skill, qualifications, credentials, productivity, and seniority. When all of these factors are equal the least senior Doctor shall be laid off, but will be allowed to interview for vacant positions for which he or she is qualified anywhere in the CCHHS system. Non-probationary employees who are laid off shall be subject to recall for twelve months. No vacancy should be filled by an external hire if there is a Doctor with recall rights who is qualified to fill that position. Doctors may refuse recall to a specialty other than that from which they were laid off.

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

ARTICLE X

FILLING VACANCIES

Vacant positions shall be posted on the Cook County computerized application system (currently: Taleo). In determining who should fill a vacancy, the County shall consider the Doctor's education, training, experience, knowledge, skill, ability, qualifications, credentials, productivity, and seniority. The County agrees to interview all qualified applicants from the bargaining unit and to provide a written response to an applicant within 30 days after the application process closes.

ARTICLE XI

COMPENSATION

Section 1. Pay Increase.

Effective upon ratification of this Agreement by both parties, all bargaining unit employees shall receive a \$1200 one-time lump sum bonus.

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

- Effective the first full pay period on or after 9/1/2019: 2.00%
- Effective the first full pay period on or after 9/1/2020: 2.00%

Section 2. New Classification.

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

Section 3. Promotion, Reclassification and Demotion.

Promotions — Doctors promoted to a higher labor grade will proceed to the lowest step of the new grade that provides them with a pay rate increase.

Reclassifications — A Doctor whose position is reclassified to a higher labor grade shall be placed on the step that is closest to, but at least as high as, the Doctor's current pay rate. A Doctor whose position is reclassified to a lower labor grade shall not receive a pay rate cut, but will be placed in the step that is closest to the Doctor's pay rate prior to the reclassification. If the Doctor's pay rate is above the top step of the new labor grade, the Doctor shall not receive pay increases until the top step of the new labor grade exceeds that pay rate.

Demotions — A Doctor who is demoted to a lower labor grade shall be placed in the same step in the lower grade.

In Promotions, Reclassifications and Demotions, the anniversary date for future step movement shall be the effective date of the Promotion, Reclassification or Demotion.

Section 4. Entry Rate.

The minimum salary rates shall be as follows:

- A. Attending Physicians: K6 or its equivalent K542
- B. Dentists: K4 or its equivalent K507
- C. Psychologists: K2 or its equivalent K442

Section 5. Part-Time Employees.

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

The extent to which part-time employees are entitled to disability and pension benefits is governed by the provisions of the Cook County Employees Pension Plan.

Section 6. Extra Duty Pay.

When Doctors work extra hours because they are approved to perform work outside of their normal responsibilities, they shall be paid the greater of what they are currently paid for extra duty pay or \$125 per hour.

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

Section 7. Newly Certified Positions.

Upon notification from the Union to the Employer and the Cook County Bureau Chief of Human Resources and the Cook County Health and Hospitals System Chief of Human Resources in the event a new classification is placed in the bargaining unit for any reason, the County and the Union agree to meet and bargain the terms and conditions of employment for that new classification, including rates of pay, work rules, etc., within thirty (30) days of their inclusion in the bargaining unit. The County may put the new and changed job classifications or duties into effect after timely notice to the Union, and discuss and set terms and conditions of employment, including rates of pay with the Union, using the duties and responsibilities, qualifications, and grade levels of the existing classifications 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.

Section 8. Additional Step Added to Schedule VI/Grade K04.

Effective September 1, 2019, Schedule VI shall have a Step 6 on Grade K04 equivalent to Step 5 on Grade K05 for bargaining unit employees with twenty (20) years of service.

ARTICLE XII

WELFARE BENEFITS

Section 1. Hospitalization Insurance, Doctor Contributions.

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

Section 2. Sick Pay.

Doctors shall accumulate sick pay credits at the rate of 3.69 hours per pay period in which the Doctors is in pay status for at least 40 hours. Sick leave may be accumulated to a maximum of one hundred fifty (150) days. Up to the accumulated sick leave credits, a Doctor prevented from working because of the Doctor's illness or injury (other than occupational illness or injury) or because of an illness in the Doctor's immediate family as defined in Article X, Section 2, shall be entitled to receive sick pay at his or her regular salary for each day of absence. All Doctors employed on a part-time basis of at least forty (40) hours per pay period shall be granted sick leave with pay proportionate to the time worked per pay period.

Section 3. Disability Benefits.

Doctors incurring any occupational illness or injury will be covered by Worker's Compensation insurance benefits. Duty disability and ordinary disability benefits also will be paid to Doctors who are participants in the County Employee Pension Plan in accordance with that Plan. Duty Disability benefits are paid to the Doctor by the Retirement Board when the Doctor is disabled while performing his/her work duties. Benefits amount to seventy-five percent (75%) of the Doctor's salary at the time of injury, and begin the day after the date his/her salary stops; such benefits to be reduced by any Worker's Compensation paid the County. Ordinary disability occurs when a Doctor becomes disabled due to any cause, other than injury on the job. An eligible Doctor who has applied for such disability compensation will be entitled to receive, on the thirty-first (31st) day following disability, fifty percent (50%) of salary, less an amount equal to the sum deducted for all annuity purposes. If a Doctor receives accrued salary beyond the 31st day, disability payment will not begin until the 1st day the Doctor is in no pay status after the 30 days have expired. The first thirty (30) consecutive days of ordinary disability are compensated for only by the use of any accumulated sick pay and/or vacation pay credits unless the Doctor and the County otherwise agree. The Doctor will not be required to use sick time and/or vacation time for any day of duty disability. All provisions of this section are subject to change to the extent required by State law.

Section 4. Life Insurance.

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

Section 5. Pension Plan.

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

Section 6. Dental Plan.

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

Section 7. Vision Plan.

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

Section 8. Hospitalization/New Hires.

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

Section 9. Flexible Benefits Plan.

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

Section 10. Insurance Claims.

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

ARTICLE XIII

LEAVES OF ABSENCE

Section 1. Personal Leave.

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

Section 2. Duty to Inform.

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

Section 3. Family and Medical Leave.

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

- A. The birth of a child;

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

While a Doctor is on Family and Medical Leave, the County shall continue to pay its share of the employee's health insurance premium, and the employee is responsible for paying his/her applicable contribution. All terms in this section are used in accordance with the County's Family and Medical Leave Act ("FMLA") policy. Doctors must first use accrued sick leave as part of their Family and Medical Leave unless the leave is due to the birth or adoption of a child. To the extent that the employee is using vacation or sick leave, the Family and Medical Leave is paid; otherwise, it is not.

Section 4. Maternity/Paternity Leave.

Doctors shall be granted unpaid maternity or paternity leaves of absence to cover periods of pregnancy and post-partum child care. Doctors need not exhaust all accrued vacation or 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 Department Chair. Upon returning from such leave, the reinstatement rights of the employee will be identical to those of an employee returning from an ordinary disability leave. Leave granted under this section counts toward an employee's twelve (12) weeks of Family Medical Leave.

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

Section 5. Disability Leave.

A Doctor who is receiving County disability benefits shall be granted a leave of absence without pay for the duration of the period for which disability benefits are received. During the first year while on such a leave, an employee will not be replaced. If at any time while the employee is eligible for the disability leave, the employee becomes able to perform their job, they will be granted the same or comparable position, at the same salary, to the extent that one is available for which they are qualified.

Section 6. Military Leave.

Employees who enter the armed services of the United States, either voluntarily or by reason of conscription, shall be granted a leave of absence without pay and shall be entitled to be restored to the position they held prior to going on leave with the same anniversary and seniority dates. The employee must present a copy of military orders when requesting a leave, and must

file a written request for reinstatement to a former position within sixty (60) days after termination of military service, along with a copy of military discharge papers.

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

Section 7. Seniority on Leave.

An employee on an approved unpaid leave of absence shall retain seniority accrued prior to the leave, but shall not accrue seniority, pension, vacation or other benefit service credit during such period (except as may be otherwise provided in the County's pension plan). Nor shall such period count toward an employee's entitlement to automatic progression in wage scale based on length of service. Employees who return from leave shall have their pay rates adjusted by any general increases that occurred while they were on leave.

Section 8. Retention of Benefits.

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

ARTICLE XIV

ADDITIONAL BENEFITS

Section 1. Bereavement Pay.

In the event of death in the immediate family, a Doctor will be granted up to three (3) paid, excused days off. Where death occurs and travel is needed to attend related services outside a one-hundred and fifty (150) mile radius from the Cook County building, 118 N. Clark St., Chicago, IL, 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 a Doctor'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 other members of the Doctor's household may be taken as emergency vacation.

The Doctor shall have to submit one of the following as proof to the Employer for the leave to be paid: Letter from the Funeral Home Director, Obituary, or a Certificate of Death and proof of travel.

Section 2. Jury Make-Up Pay.

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

Section 3. Election Day.

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

ARTICLE XV

COUNTY AND UNION RELATIONS

Section 1. Labor Management Meetings.

For the purpose of conferring on matters of mutual interest, the Union and the County agree to meet at least once each quarter, but more frequently if mutually agreed. Within five (5) days of either party making a request to meet, the parties shall schedule a mutually convenient time and location for the Labor Management Meeting. At least five (5) days prior to the scheduled meeting, the Union and the County shall each notify the other of the items that it wishes to have placed on the agenda. The Union and the County shall each designate not more than three (3) representatives to a labor-management committee for this purpose, although the representatives designated by either party may be alternated or rotated if desired.

Section 2. Union Representatives.

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

Section 3. Member Orientation.

Within fourteen (14) days of the date on which the New Doctor begins employment, the County shall notify a union representative designated by the Union (which may be either a member or staff person of the Union) of the name and department/division of the newly-hired Doctor so that the union representative may meet with the newly-hired Doctor at the discretion

of the union representative and Doctor consistent with their judgment and responsibility so as not to disrupt care to patients.

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

The County shall give the Union at least five (5) business days advance notice regarding the time and place of the orientation. A union representative designated by the Union shall be given reasonable notice of the orientation and he/she shall also be released with pay, provided that there is no interruption to patient services, for such purpose.

Section 4. Meeting Space.

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

The Hospital will provide the Union with space for a Stewards' Meeting each month upon at least five (5) days notice, and will make every reasonable attempt to provide the space with less notice.

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

Section 5. Bulletin Boards.

The County will make two (2) bulletin boards available for use by the Union at the Hospital. Upon approval by Hospital Administration, which shall not be unreasonably delayed or withheld, the Union shall be permitted to post notices on these bulletin boards regarding Union meetings and Union business. There shall be no other postings by the Union or its members of materials other than as herein provided. No Doctors shall make any distributions so as to interfere with the performance of his/her duties.

Section 6. Budget Preparation.

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

Section 7. Officers and Executive Board.

One Doctor, if elected to a position as a Union officer or elected to a position on the Executive Board or Executive Council of the Local, up to once a month shall be permitted to attend meetings of the Executive Board and/or Council without loss of pay, provided that patient

care will not be adversely affected. These meetings shall not occur more than once a month or last more than one day, and the Union shall provide fourteen (14) days notice of the meeting.

Section 8. CBA in Electronic Format.

The parties shall agree that a PDF of the executed and signed version of the 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 XVI

MISCELLANEOUS

Section 1. No Discrimination.

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

Section 2. Doctor Obligation and Professional Authority.

Doctors shall comply with assignments made by the County, but after doing so may utilize the grievance procedure if the Doctor has a dispute regarding the assignment; however the Doctor shall not be required to comply with an assignment if it would create an imminent threat of death or serious bodily injury to the employee or the patient.

Section 3. Safety.

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

Section 4. Partial Invalidity.

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

Section 5. Evaluations.

Doctors shall be provided with a copy of any evaluation pertaining to them that is prepared as part of the credentialing/-re-credentialing process under the Medical Staff Bylaws. At the Doctor's request, the Department Chair shall meet with the Doctor to discuss the evaluation. The Doctor may have a Union representative or another Doctor present during the meeting, if the Department Chair consents. If the County implements any evaluation process other than that

which currently exists, the County will notify the Union and, at the Union's request, shall meet with the Union to discuss the process prior to implementation.

Section 6. Personnel File.

Upon written request to the Director of Human Resources or designee, an employee may inspect his/her personnel file at a time mutually acceptable to the Hospital or clinic and the employee. Discipline, counselings, complaints, evaluations, memoranda or correspondence regarding performance or other work-related issues that are maintained in a peer review, department chair, medical director, or credentials file also shall be made available to the employee, upon request, at a mutually agreeable time. None of these documents shall be maintained in a file other than those listed above.

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

Section 7. Physician's Statement.

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

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

Section 8. Credit Union.

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

Section 9. Distribution of Work Load.

The County agrees that, while patient acuity, patient care and operational needs are paramount in making work assignment, workloads should be distributed equitably among the physicians in the same specialty or department when practical.

Section 10. Personnel Rule Changes.

When the Employer is considering modification in its personnel policies, it shall notify the Union at least twenty-one (21) calendar days prior to any modifications and shall discuss

such contemplated changes with the Union, pursuant to the provisions of the Illinois Public Labor Relations Act.

Section 11. Travel Reimbursement.

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

Section 12. Subcontracting.

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

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

Section 13. 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; but said recording shall not be used as the sole source for discipline for work performance or productivity.

ARTICLE XVII

PATIENT CARE

Section 1. Establishment of Patient Care Committee.

The Union shall establish a Patient Care Committee for purposes of evaluating staffing needs, positions and assignments, training and education and generally the improvement of care provided to patients of the Hospital. The Patient Care Committee shall consist of eight (8) members, seven of which shall be Doctors selected by the Union and one (1) member shall be a Union representative or officer, who shall serve in an ex officio capacity.

The Union may, at its discretion, allow the participation of a representative selected by management, if so requested by management, either as a voting or ex officio member. Within sixty (60) days of the appointment of the members of the Patient Care Committee, they shall convene to adopt a statement of purpose, duties and procedures consistent with this Article.

Section 2. Recommendations of the Committee.

The Patient Care Committee may make recommendations to the Hospital for improvement of patient care, which recommendations shall be submitted in writing to the Chair of the relevant departments, the Medical Executive Committee, the Medical Director and Chief Operating Officer of the Hospital.

Within ninety (90) days of the Committee's submission of recommendations, the Chair of the relevant department, the Medical Executive Committee, the Medical Director and/or the Chief Operating Officer shall either implement the recommendations, offer to meet and confer with the Committee concerning the recommendations or provide the Patient Care Committee with an explanation as to why the recommendations are not implemented. The parties agree that non-acceptances and non-implementation of Committee recommendations by the Hospital shall not be grievable.

ARTICLE XVIII

CONTINUING MEDICAL EDUCATION (CME) LEAVE

Doctors shall receive up to ten (10) days of paid CME leave to take pre-approved professional medical education conferences or programs provided that they are job related and attendance does not impair patient care.

After ratification of this Agreement by both parties and on December 1 of every year thereafter, the Employer shall determine and notify the Union of the amount of money available for each Doctor for reimbursement for qualified CME expenses. Qualified CME expenses shall be those incurred for any Category I CME activity approved in advance by the Doctor's supervisor.

ARTICLE XIX

EDUCATION AND SEMINARS

The County agrees to allocate funds for education purposes in each year of this Agreement to be made available to all Local 20 bargaining unit employees. The amount allocated shall be an aggregate total of twenty thousand dollars (\$20,000) for all Local 20 bargaining units. Doctor bargaining unit employee requests for such funds shall be for reimbursement for the costs of courses that qualify for Category 1 credit under the State of Illinois Division of Professional Regulation criteria as identified in the Fact Sheet attached as Exhibit A and as updated from time to time in the future. Employees who wish to apply for such reimbursement shall submit their request through the Union to the Cook County Director of Human Resources. An employee may request funds up to an amount no greater than four hundred dollars (\$400) in a fiscal year. Approval for reimbursement shall be offered on an equitable basis.

ARTICLE XX

DURATION

Section 1. Term.

This Agreement shall become effective in the first full pay period following Union ratification and approval by the Cook County Board of Commissioners, and shall remain in effect through November 30, 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 2. Notice.

Any notice under this Agreement shall be given by registered or certified mail; if by the Union, then one such notice shall be addressed to the President, Board of Cook County Commissioners, Room 500, with a copy to the County's Chief, Bureau of Human Resources, Room 840, and both addressed to 118 North Clark Street, Chicago, Illinois, 60602; or if by the County, such notice shall be addressed to the Union's representative at 300 South Ashland Avenue, 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:

By: _____
TONI PRECKWINKLE, President
Cook County Board of Commissioners

Attest:

Karen Yarbrough,
Cook County Clerk

UNION: Doctors Council SEIU

By: 

DANA QUARTANA,
Regional Coordinator
Doctors Council SEIU

Effective September 1, 2019

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	37.157	38.965	40.772	42.762	44.769	
	Bi-Weekly	2,972.56	3,117.20	3,261.76	3,420.96	3,581.52	
	Annual	77,286	81,047	84,805	88,944	93,119	
K01	Hourly	43.590	45.733	47.893	50.208	52.535	
	Bi-Weekly	3,487.20	3,658.64	3,831.44	4,016.64	4,202.80	
	Annual	90,667	95,124	99,617	104,432	109,272	
K02	Hourly	51.724	54.297	56.772	59.538	62.335	
	Bi-Weekly	4,137.92	4,343.76	4,541.76	4,763.04	4,986.80	
	Annual	107,585	112,937	118,085	123,839	129,656	
K03	Hourly	64.320	67.479	70.575	73.961	77.412	
	Bi-Weekly	5,145.60	5,398.32	5,646.00	5,916.88	6,192.96	
	Annual	133,785	140,356	146,796	153,838	161,016	
K04	Hourly	71.279	74.730	78.165	81.972	85.749	94.093
	Bi-Weekly	5,702.32	5,978.40	6,253.20	6,557.76	6,859.92	7,527.44
	Annual	148,260	155,438	162,583	170,501	178,357	195,713
K05	Hourly	78.165	81.972	85.749	89.913	94.093	
	Bi-Weekly	6,253.20	6,557.76	6,859.92	7,193.04	7,527.44	
	Annual	162,583	170,501	178,357	187,019	195,713	
K06	Hourly	85.068	89.215	93.363	97.898	102.472	
	Bi-Weekly	6,805.44	7,137.20	7,469.04	7,831.84	8,197.76	
	Annual	176,941	185,567	194,195	203,627	213,141	
K07	Hourly	91.973	96.472	100.924	105.858	110.806	
	Bi-Weekly	7,357.84	7,717.76	8,073.92	8,468.64	8,864.48	
	Annual	191,303	200,661	209,921	220,184	230,476	
K08	Hourly	98.868	103.693	108.560	113.860	119.148	
	Bi-Weekly	7,909.44	8,295.44	8,684.80	9,108.80	9,531.84	
	Annual	205,645	215,681	225,804	236,828	247,827	
K09	Hourly	105.766	110.940	116.115	121.803	127.515	
	Bi-Weekly	8,461.28	8,875.20	9,289.20	9,744.24	10,201.20	
	Annual	219,993	230,755	241,519	253,350	265,231	
K10	Hourly	112.690	118.187	123.695	129.780	135.878	
	Bi-Weekly	9,015.20	9,454.96	9,895.60	10,382.40	10,870.24	
	Annual	234,395	245,828	257,285	269,942	282,626	
K11	Hourly	123.020	129.071	135.082	141.748	148.396	
	Bi-Weekly	9,841.60	10,325.68	10,806.56	11,339.84	11,871.68	
	Annual	255,881	268,467	280,970	294,835	308,663	

Effective September 1, 2020

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

<u>Grade</u>		<u>1st Step</u>	<u>2nd Step</u>	<u>3rd Step</u>	<u>4th Step</u>	<u>5th Step</u>	<u>After 1 Year at Step 5 & 20 Years Service</u>
K0	Hourly	37.900	39.744	41.587	43.617	45.664	
	Bi-Weekly	3,032.00	3,179.52	3,326.96	3,489.36	3,653.12	
	Annual	78,832	82,667	86,500	90,723	94,981	
K01	Hourly	44.462	46.648	48.851	51.212	53.586	
	Bi-Weekly	3,556.96	3,731.84	3,908.08	4,096.96	4,286.88	
	Annual	92,480	97,027	101,610	106,520	111,458	
K02	Hourly	52.758	55.383	57.907	60.729	63.582	
	Bi-Weekly	4,220.64	4,430.64	4,632.56	4,858.32	5,086.56	
	Annual	109,736	115,196	120,446	126,316	132,250	
K03	Hourly	65.606	68.829	71.987	75.440	78.960	
	Bi-Weekly	5,248.48	5,506.32	5,758.96	6,035.20	6,316.80	
	Annual	136,460	143,164	149,732	156,915	164,236	
K04	Hourly	72.705	76.225	79.728	83.611	87.464	95.975
	Bi-Weekly	5,816.40	6,098.00	6,378.24	6,688.88	6,997.12	7,678.00
	Annual	151,226	158,548	165,834	173,910	181,925	199,628
K05	Hourly	79.728	83.611	87.464	91.711	95.975	
	Bi-Weekly	6,378.24	6,688.88	6,997.12	7,336.88	7,678.00	
	Annual	165,834	173,910	181,925	190,758	199,628	
K06	Hourly	86.769	90.999	95.230	99.856	104.521	
	Bi-Weekly	6,941.52	7,279.92	7,618.40	7,988.48	8,361.68	
	Annual	180,479	189,277	198,078	207,700	217,403	
K07	Hourly	93.812	98.401	102.942	107.975	113.022	
	Bi-Weekly	7,504.96	7,872.08	8,235.36	8,638.00	9,041.76	
	Annual	195,128	204,674	214,119	224,588	235,085	
K08	Hourly	100.845	105.767	110.731	116.137	121.531	
	Bi-Weekly	8,067.60	8,461.36	8,858.48	9,290.96	9,722.48	
	Annual	209,757	219,995	230,320	241,564	252,784	
K09	Hourly	107.881	113.159	118.437	124.239	130.065	
	Bi-Weekly	8,630.48	9,052.72	9,474.96	9,939.12	10,405.20	
	Annual	224,392	235,370	246,348	258,417	270,535	
K10	Hourly	114.944	120.551	126.169	132.376	138.596	
	Bi-Weekly	9,195.52	9,644.08	10,093.52	10,590.08	11,087.68	
	Annual	239,083	250,746	262,431	275,342	288,279	
K11	Hourly	125.480	131.652	137.784	144.583	151.364	
	Bi-Weekly	10,038.40	10,532.16	11,022.72	11,566.64	12,109.12	
	Annual	260,998	273,836	286,590	300,732	314,837	

APPENDIX A

Local 20 — Ambulatory Doctors

JOB CODE	GRADE	TITLE
1634	K4	Attending Physician IV
1650		Attending Physician Senior IV
1635	K5	Attending Physician V
1651		Attending Physician Senior V
1636	K6	Attending Physician VI
1652		Attending Physician Senior VI
1637	K7	Attending Physician VII
1653		Attending Physician Senior VII
1638	K8	Attending Physician VIII
1654		Attending Physician Senior VIII

APPENDIX C

Cook County Benefit Overview

HMO(s)	Current - Benefits Effective 12/1/2015	Benefits Effective 12/1/2018
<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 12/1/2018
<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)

Cook County Benefit Overview (Cont.)

<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

Drug	Current - Benefits Effective 12/1/2015	Benefits Effective 12/1/2018
<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

Cook County Benefit Overview (Cont.)

Dental – PPO	Current - Benefits Effective 12/1/2015
Annual Deductible	\$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

SIDE LETTER

The parties agree that the changes that were made to the Recognition Language of any Doctors Council SEIU Collective Bargaining Agreements in the recently concluded negotiations were only to clarify which unit employees shall be within and not to exclude any bargaining unit employee or position from any of the bargaining units.

Side Letter

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

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

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

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