

September 20, 2018

**Chicago News Guild
Contract Proposals**

To

Cook County and Chief Judge of Cook County

Note: The Chicago News Guild reserves the right to add to, amend, withdraw or modify any of these proposals.

Section 9.3 Reduction in Work Force, Layoff and Recall:

~~In the event the employer determines that it is necessary to decrease the number of full time interpreters, the employees to be laid off shall be determined on the basis of inverse order of seniority, provided that the remaining employees possess the necessary skills to perform the remaining work. Employees shall be recalled in order of seniority.~~

The LEP ("Limited English Proficiency) residents of Cook County must have a court interpreter to protect their constitutional and civil rights. Consequently, both full-time and session court interpreters are essential employees of Cook County and are immune from any layoffs.

Delete all references to layoffs in CBA.

Clarification – Putting into writing the long-standing practice

Section 10.1 Assignment:

Each year, full time employees will be given an assignment covering the 12-month period. Full time employees with twenty or more years of service will choose **the assignment within** their location of work for all twelve (12) months of the calendar year based on seniority. Full time employees with less than twenty (20) years of service will choose their work location for (9) months of the twelve (12) month period for those full time employees with less than twenty (20) years of service. Notwithstanding the above assignment procedure, the employer retains the right to transfer an employee for a specific day or half day to meet the operational need of the office. The employer will not abuse this right.

Section 10. __ No Elimination of Assignments

Throughout the duration of this Collective Bargaining Agreement, there shall be no elimination of full-time assignments.

Section 10.2 Criteria

Any vacancy for a full-time court interpreter must be posted internally at all court houses for a minimum of thirty (30) days.

Vacancies will be filled by the existing **certified session court interpreters alternating between the certified court interpreter with the most number of sessions, and the certified court interpreter with the longest tenure based on the Chief Judge's seniority list for session court Interpreters. Tenure for session court interpreters is defined as the start date that the interpreter worked for the Chief Judge, including any interruptions in service.**

For the initial hire, a designee of the Chief Judge and a designee of the Guild will flip a coin. If the result of the coin toss is heads, then the initial hire will be the certified court interpreter with the most number of sessions (including sessions while not certified). If the result of the coin toss is tails, then the initial hire will be the certified session court interpreter with the longest tenure (including years when the interpreter was not certified). All subsequent hires will alternate. By example, if the first hire is by tenure, the second hire will be by number of sessions, the third hire will be by tenure etc. In the event there are no certified session court interpreters applying for the vacancy, then it shall be filled by the registered session court interpreter with the most number of sessions (including sessions while not registered). In the event there are no certified or registered session employees applying for the vacancy, then it shall be filled by the qualified session court interpreter with the most number of sessions.

~~It is understood between the parties that during the term of this agreement, the Employer has the exclusive right to fill up to five (5) vacancies without regard to the above mentioned criteria. The Employer will notify the Union in writing each time this right is exercised. The Employer retains the right to fill vacancies and to determine the use of the vacancy (i.e. Spanish, sign, etc.) to meet the needs of the Court.~~

The Chief Judge will not hire any more session Spanish, Polish and Arabic court interpreters until there at least thirty (30) full-time Spanish, seven (7) full time Polish and two (2) full time Arabic court interpreters employed by the Office of Interpreters Services.

Any newly hired session court interpreters must be certified.