



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Details

File #:	21-4889	Version:	1	Name:	AFSCME 3835 2021-2024
Type:	Resolution	Status:		Status:	Approved
File created:	8/26/2021	In control:		In control:	Board of Commissioners
On agenda:	9/23/2021	Final action:		Final action:	9/23/2021
Title:	PROPOSED RESOLUTION				

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) BETWEEN THE COUNTY OF COOK/COOK COUNTY ASSESSOR'S OFFICE AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 31, AFL-CIO, LOCAL 3835, REPRESENTING ADMINISTRATIVE STAFF

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, a collective bargaining agreement for the period of December 1, 2020 through November 30, 2024 has been negotiated between the County of Cook/Cook County Assessor's Office and the American Federation of State, County, and Municipal Employees (AFSCME), Council 31, Local 3835, representing Administrative Staff; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between County of Cook/Cook County Assessor and the American Federation of State, County, and Municipal Employees (AFSCME), Council 31, Local 3835, representing Administrative Staff; and

- (a) effective upon ratification of the collective bargaining agreement by the Cook County Board of Commissioners, all bargaining unit members in active status shall receive a one-time \$2,000 payment; and
- (b) effective upon ratification of the collective bargaining agreement by the Cook County Board of Commissioners, all bargaining unit members eligible under the American Rescue Plan (ARP), shall receive a one-time \$1,000 pandemic payment; and
- (c) effective June 1, 2021, the entry rate for all job classifications shall be restored 10%; and
- (d) effective the first full pay period on or after June 1, 2021, the pay rates for all job classifications shall be increased by 1.50%; and
- (e) effective the first full pay period on or after June 1, 2022, the pay rates for all job classifications shall be increased by 2.50%; and
- (f) effective December 1, 2022, all bargaining unit members in active status shall receive a one-time \$1,000 payment; and
- (g) effective the first full pay period on or after June 1, 2023, the pay rates for all job classifications shall be increased by 2.50%; and
- (h) effective the first full pay period on or after December 1, 2023, the pay rates for all job classifications shall be increased by 1.00%; and
- (i) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 1.00%; and

WHEREAS, the Cook County Healthcare Plan (Appendix C) shall be revised as follows:

Item Upon ratification by County Board
HMO Health Insurance Current 12/1/2022 12/1/2023
Employee Only 1.50% 1.75% 2.25%
Employee + Spouse 2.00% 2.50% 3.25%
Employee + Child(ren) 1.75% 2.25% 2.75%
Employee + Family 2.25% 3.00% 4.00%

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

Emergency Room Copay Increased to \$100.00, effective December 1, 2022.

Out of Pocket Current: \$1,600/\$3,200 (single/family; in network)
Maximum (PPO) \$3,200/\$6,400 (single/family; out of network)

12/1/2022: \$2,000/\$4,000 (single/family; in network)
\$4,000/\$8,000 (single/family; out of network)

NOW THEREFORE BE IT RESOLVED, the Cook County Board of Commissioners does hereby approve the collective bargaining agreement as provided by the Bureau of Human Resources.

Sponsors: TONI PRECKWINKLE (President)

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
9/23/2021	1	Board of Commissioners	approve	Pass