



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 21-5164, Version: 1

PROPOSED RESOLUTION

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) BETWEEN THE COUNTY OF COOK AND THE SERVICE EMPLOYEES' INTERNATIONAL UNION (SEIU) LOCAL 1, REPRESENTING FIREMEN & OILERS DIVISION

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 and the Service Employees' International Union (SEIU) Local 1, representing Firemen & Oilers Division; and

WHEREAS, salary adjustments and general wage increases are included in the collective bargaining agreement negotiated between the County of Cook and the Service Employees' International Union (SEIU) Local 1, representing Firemen & Oilers Division; 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 non-compounding payment of \$2000; and
- (b) effective upon ratification 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 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
- (d) 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
- (e) effective December 1, 2022, all bargaining unit members in active status shall receive a one-time \$1,000 payment; and
- (f) 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
- (g) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 2.00%; and

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

| <u>Item</u> | <u>Upon ratification by County Board</u> | | |
|------------------------------------|--|------------------|------------------|
| | <u>Current</u> | <u>12/1/2022</u> | <u>12/1/2023</u> |
| HMO Health Insurance 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 | <u>Current</u> | <u>12/1/2022</u> | <u>12/1/2023</u> |
| 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, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining agreement as provided by the Bureau of Human Resources.