



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Details (With Text)

File #:	21-3989	Version:	1	Name:	NNOC Contract 2021 - 2024
Type:	Resolution	Status:		Status:	Approved
File created:	6/29/2021	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), NEGOTIATED BETWEEN THE COUNTY OF COOK AND THE NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)

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 have been negotiated between the County of Cook and the National Nurses Organizing Committee; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between the County of Cook and the National Nurses Organizing Committee; 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 eligible bargaining unit members in active status shall receive a pandemic one-time \$1,000 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 December 1, 2023, the pay rates for all job classifications shall be increased by 1.00%; and

(h) 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, that the Cook County Board of Commissioners does hereby approve the salary schedules, general wage increases, and healthcare plan revisions 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

PROPOSED RESOLUTION

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT, INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE), NEGOTIATED BETWEEN THE COUNTY OF COOK AND THE NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)

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 have been negotiated between the County of Cook and the National Nurses Organizing Committee; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between the County of Cook and the National Nurses Organizing Committee; 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 eligible bargaining unit members in active status shall receive a pandemic one-time \$1,000 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 December 1, 2023, the pay rates for all job classifications shall be increased by 1.00%; and
- (h) 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:

<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%

	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
PPO Health Insurance			
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 salary schedules, general wage increases, and healthcare plan revisions as provided by the Bureau of Human Resources.