



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Details

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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 AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 31, AFL-CIO, LOCAL 1111, 1178, AND 1276, REPRESENTING HEALTH FACILITIES EMPLOYEES

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 American Federation of State, County, and Municipal Employees (AFSCME), Council 31, AFL-CIO, Locals 1111, 1178, and 1276, representing Health Facilities employees; 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 American Federation of State, County, and Municipal Employees (AFSCME), Council 31, AFL-CIO, Locals 1111, 1178, and 1276, representing Health Facilities employees; 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, 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