



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

---

<b>File #:</b>	21-4883	<b>Version:</b>	1	<b>Name:</b>	AFSCME 3315 2021-2024
<b>Type:</b>	Resolution	<b>Status:</b>		<b>Status:</b>	Approved
<b>File created:</b>	8/26/2021	<b>In control:</b>		<b>In control:</b>	Board of Commissioners
<b>On agenda:</b>	9/23/2021	<b>Final action:</b>		<b>Final action:</b>	9/23/2021
<b>Title:</b>	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 3315, REPRESENTING ASSISTANT PUBLIC DEFENDERS

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, Local 3315, representing Assistant Public Defenders; 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, Local 3315, representing Assistant Public Defenders; 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 HumanResources.

**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) BETWEEN THE COUNTY OF COOK AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME), COUNCIL 31, AFL-CIO, LOCAL 3315, REPRESENTING ASSISTANT PUBLIC DEFENDERS

**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, Local 3315, representing Assistant Public Defenders; 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, Local 3315, representing

Assistant Public Defenders; 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:

<u>Item</u>	<u>Upon ratification by County Board</u>		
HMO Health Insurance	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
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**, the Cook County Board of Commissioners does hereby approve the collective bargaining agreement as provided by the Bureau of HumanResources.