



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

<b>File #:</b>	21-4889	<b>Version:</b>	1	<b>Name:</b>	AFSCME 3835 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/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

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