



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

|                      |                     |                      |   |              |                                                                                                  |
|----------------------|---------------------|----------------------|---|--------------|--------------------------------------------------------------------------------------------------|
| <b>File #:</b>       | 22-5642             | <b>Version:</b>      | 1 | <b>Name:</b> | SEIU LOCAL 20, CTW/CLC, REPRESENTING CERMAK HEALTH SERVICES ATTENDING PHYSICIANS & PSYCHOLOGISTS |
| <b>Type:</b>         | Resolution          | <b>Status:</b>       |   |              | Approved                                                                                         |
| <b>File created:</b> | 9/23/2022           | <b>In control:</b>   |   |              | Board of Commissioners                                                                           |
| <b>On agenda:</b>    | 10/20/2022          | <b>Final action:</b> |   |              | 10/20/2022                                                                                       |
| <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 SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), LOCAL 20, CTW/CLC, REPRESENTING CERMAK HEALTH SERVICES ATTENDING PHYSICIANS & PSYCHOLOGISTS

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 Service Employees International Union (SEIU), Local 20, CTW/CLC, representing Cermak Health Services Attending Physicians & Psychologists; 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 Service Employees International Union (SEIU), Local 20, CTW/CLC, representing Cermak Health Services Attending Physicians & Psychologists; 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 in active status shall receive a one-time \$1,000 payment for pandemic pay; 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 the first full pay period on or after December 1, 2022, all bargaining unit members in active status shall receive a \$1,000 bonus payment.

(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:

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 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 |
|------------|------|------------------------|---------|--------|
| 10/20/2022 | 1    | Board of Commissioners | approve | Pass   |

## PROPOSED RESOLUTION

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**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 Service Employees International Union (SEIU), Local 20, CTW/CLC, representing Cermak Health Services Attending Physicians & Psychologists; 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
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**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) |                  |

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