



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 16-3495, **Version:** 1

PROPOSED RESOLUTION

AFSCME COUNCIL 31 APPROVING THE INTEREST ARBITRATION AWARD THAT INCLUDES THE TERMS OF THE COLLECTIVE BARGAINING AGREEMENT, INCLUDING THE ECONOMIC PACKAGE AND HEALTHCARE REVISIONS

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) and

WHEREAS, pursuant to Section 14 of the Illinois Public Labor Relations Act (5 ILCS 315/14) that has established regulations regarding collective bargaining with a union, an interest arbitration before a neutral arbitrator was held between the Cook County Sheriff/ County of Cook ("County", "Sheriff", "Employer", or "Joint Employers") and AFSCME Council 31 ("Union" or "AFSCME") and its representative locals 3692, 2226, 2264 and 3958, to set the terms of the parties' collective bargaining agreements for the period December 1, 2012 to November 30, 2017; and

WHEREAS, there were twelve (12) unresolved issues during collective bargaining negotiations submitted to the arbitrator during the two-day interest arbitration hearing. After the conclusion of the hearing and filing of post-hearing briefs, the arbitrator accepted the County's position on all twelve issues, including the County's proposals on wage increases and healthcare plan revisions; and

WHEREAS, the arbitrator accepted the County's proposal on salary adjustments and general wage increases which are to be reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between Cook County Sheriff/ County of Cook and AFSCME Council 31 and are as follows:

- (a) effective the first full pay period on or after June 1, 2013 the pay rates for all classifications shall be increased 1.00%
- (b) effective the first full pay period on or after June 1, 2014 the pay rates for all classifications shall be increased 1.50%
- (c) effective the first full pay period on or after June 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (d) effective the first full pay period on or after December 1, 2015 the pay rates for all classifications shall be increased 2.00%
- (e) effective the first full pay period on or after December 1, 2016 the pay rates for all classifications shall be increased 2.25%
- (f) effective the first full pay period on or after June 1, 2017 the pay rates for all classifications shall be increased 2.00%

WHEREAS, the arbitrator accepted the County's proposal on healthcare plan revisions, which shall be effective retroactive to December 1, 2015 and revised as follows:

Item	12/1/15
Classic Blue	Eliminate
HMO OOP Maximum	\$1,600/\$3,200
HMO Accident/Illness	\$15
HMO Urgent Care	\$15
HMO Specialists	\$20
HMO ER	\$75
PPO Deductible	\$350/\$700
PPO OOP Maximum	\$1,600/\$3,200
PPO Accident/Illness	90% after \$25
PPO Specialist	90% after \$35
PPO ER	\$75
RX	\$10/\$25/\$40
Generic Step Therapy	Implement
Mandatory Maintenance Choice	Implement
Healthcare Contributions	Additional 1 percent of salary aggregate increase (.50 percent increase on 12/1/15 and .50 percent increase on 12/1/16)

NOW, THEREFORE, BE IT RESOLVED, that the Cook County Board of Commissioners does hereby approve the interest arbitration award that found in favor of the County on all twelve issues and includes the economic package and healthcare plan revisions as provided by the Bureau of Human Resources.