



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

---

**File #:** 17-5295, **Version:** 1

---

### **PROPOSED ORDINANCE**

#### **AN ORDINANCE REQUIRING THE BUREAU OF HUMAN RESOURCES TO PROVIDE FISCAL IMPACT NOTES ON COLLECTIVE BARGAINING AGREEMENTS**

**BE IT ORDAINED**, by the Cook County Board of Commissioners, that Chapter 44 - Human Resources, Article II - Personnel Policies, Section 44-57 - Fiscal Impact Notes on Collective Bargaining Agreements is hereby enacted as follows:

#### **Sec. 44-57 - Fiscal Impact Notes on Collective Bargaining Agreements**

At the of introduction of a proposed Collective Bargaining Agreement to the Board of Commissioners, the Bureau of Human Resources shall provide to the Board of Commissioners the following:

- (1) The Collective Bargaining Agreement currently in effect for the Bargaining Unit; and
- (2) The proposed Collective Bargaining Agreement; and
- (3) An explanatory fiscal note which shall include a reliable estimate of the fiscal impact of proposed changes in the agreement upon the County's annual budget, including, but not limited to, the following areas:
  - a. Any and all economic changes in the Agreement, including changes in wages, healthcare and/or dental contracts, benefit provisions, leave provisions (including injured, sick, vacation, holiday and personal leave), promotion and transfer provisions, leave of absence provisions, maternity/paternity leave, leave under the United States Family and Medical Leave Act, retirement benefits, death benefits, tools, uniform provisions and safety equipment and overtime; and
  - b. Any and all work rule changes in the Agreement, including, but not limited to, changes in mandatory duties, roll calls, seniority provisions, probationary periods, check off, agency fee special assessments and grievance and arbitration procedures;
- (4) Any third party analysis, prepared for or by the County, of the proposed Agreement.

**Effective date:** This ordinance shall be in effect immediately upon adoption.