



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Text

---

**File #: 21-4877, Version: 1**

---

### 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 1111, 1178, AND 1276, REPRESENTING HEALTH FACILITIES EMPLOYEES**

**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, Locals 1111, 1178, and 1276, representing Health Facilities employees; 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, Locals 1111, 1178, and 1276, representing Health Facilities employees; 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 eligible bargaining unit members in active status shall receive a pandemic one-time \$1,000 payment; 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 December 1, 2022, all bargaining unit members in active status shall receive a one-time \$1,000 payment; and
- (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 December 1, 2023, the pay rates for all job classifications shall be increased by 1.00%; and
- (h) 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>		
	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
HMO Health Insurance			
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 Human Resources.