

ATTACHMENT

NO. 24

Term Sheet for Collective Bargaining
Agreement between the City of Chicago
and:

CHICAGO JOURNEYMEN PLUMBERS,
LOCAL UNION 130

02023-0003884

ATTACHMENT 24

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the Chicago Journeymen Plumbers, Local Union 130 and the City of Chicago

1. **Term:** July 1, 2022, through June 30, 2027—5 years (effective upon ratification by the bargaining unit and City Council)

2. **Base Salary Increases:** 18.25% - 24.25% (for non-prevailing wage rate employees)

Effective 7/1/22	3.0%
Effective 1/1/23	3.0%
*Effective 1/1/24	3.0% - 5.0%
*Effective 1/1/25	3.0% - 5.0%
*Effective 1/1/26	3.0% - 5.0%
Effective 1/1/27	3.25%

*In these years, the percentage increase varies depending upon the U.S. City Average CPI-U. If the CPI-U is 5% or more, then the percentage increase will be 5%. If it is between 3% and 5%, the percentage increase will be equal to the CPI-U, rounded to the nearest tenth of one percent. If it is 3% or less, the percentage increase will be 3%. The June CPI-U released in July of the preceding year will be used to determine the percentage increases in 2024, 2025 and 2026.

For prevailing wage rate employees, effective 7/1/22, they will continue to receive the prevailing wage rate, and such rate will be adjusted every July 1 through the terms of the contracts.

3. **Other Economic Terms:** Set forth in the attached, signed tentative agreements and includes:
 - **Signing Bonus:** Effective 1/1/24, City will provide a lump sum signing bonus/pandemic pay bonus in the amount of \$1,000; the City will provide a \$2,000 bonus effective 1/1/25.
 - **Deferred Compensation:** Effective 1/1/24, City will contribute \$1.50 for each dollar contributed by each employee up to a maximum of \$750/year. Effective 1/1/27, the City will contribute \$1.75 for each dollar contributed by each employee up to a maximum of \$875/year.
 - **Paid Parental Leave:** Extended the City's Paid Parental Leave policy to COUPE represented employees.
 - **Holidays:** Added the Juneteenth holiday for all employees and the Veteran's Day holiday for prevailing wage rate employees.

- **Sick Leave:** Effective 30 days after ratification, prevailing wage rate employees can accrue sick time (1/2 day/month)

4. **Other Terms:** Set forth in the attached, signed tentative agreements and includes:

- **Vacations:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **Bereavement Leave:** Expanded bereavement leave consistent with City policy
- **Change in Pay Dates:** Move the pay dates for employees to make it consistent for our represented work force.
- **Direct Deposit and Electronic Deposit Advice:** Developed a plan to move employees to direct deposit and receipt of electronic deposit advice (green slips)
- **Hiring/Filling Vacancies:** Adjusted the hiring process to expedited filling vacancies.
- **Union Security/Janus:** Agreed to Janus language consistent with our obligations under the law, including employer neutrality and providing information.
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Committee on Retiree Health Care:** Established a working group to study retiree health care.
- **Terms Specific to Plumbers, Local 130:** Agreed to (1) adjust calculation for salaried employees to base salary on 2060 and 2080 hours worked, effective July 1, 2023 and July 1, 2024, respectively; (2) pay 2.5x when working on a holiday; and (3) permit retreat rights for successful bidders and Caulkers who do not obtain their license.



DEPARTMENT OF HUMAN RESOURCES

CITY OF CHICAGO

April 4, 2023

Email: jfcoyne@ualocal130.org

Email: ghose@gregoriolaw.com

Mr. James F. Coyne
Business Representative
Chicago Journeymen Plumbers'
Local Union 130, U.A.
1340 W. Washington
Chicago, IL 60607-1988

RE: Chicago Journeymen Plumbers'
Local Union 130, U.A. Local Negotiations

Dear Mr. Coyne:

This is to confirm the agreements of the City of Chicago (the City) and the Chicago Journeymen Plumbers' Local Union 130, U.A. (the Union) with respect to the terms of a new collective bargaining agreement to succeed the agreement dated July 1, 2022 through June 30, 2027. Specifically, the City and the Union have agreed that, in addition to all the terms agreed to between the City and Coalition of Unionized Public Employees, the new collective bargaining agreement between the City and the Union will include the following changes from the 2017-2022 collective bargaining agreement:

Section 4.7 Pay for Salaried Employees

Salaried employees in the titles Plumbing Inspector, House Drain Inspector, Supervising House Drain Inspector, Plumbing Inspector In-Charge, Assistant Chief Plumbing Inspector and Chief Plumbing Inspector shall have their salary calculated based on 2060 hours of work effective July 1, 2023. Effective July 1, 2024, their salary will be based on 2080 hours worked, in accordance with the system used to calculate pay for Assistant District Superintendent.

Section 6.2 Payment for Holiday

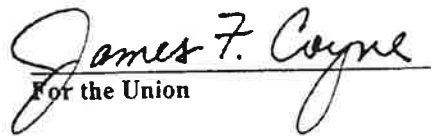
If an employee is scheduled to work on any calendar holiday as specified in Section 6.1 they shall be paid at the rate of two **and one half (2.5)** times (which includes holiday pay) their normal hourly rate for all hours worked.

Section 17.6 (h)

A successful bidder who accepts a promotion into a new job classification may voluntarily elect to return to that employee's previous job classification at any point during the first 60 days following the promotion. The employee making such an election shall notify the Commissioner of the Department in which they are employed and Local 130 in writing of the election. The parties shall meet regarding the election. The City of Chicago shall fill the now vacated position using the same candidate list used to select the employee making the election. The employee making the election shall return to their prior job classification upon the filling of the higher classification, which shall take place within 30 days of election.

Section 14.12

Any Caulker hired on or after July 1, 2022, who fails to obtain their City of Chicago or State of Illinois License within five (5) years of employment shall be returned to their prior job classification within the City of Chicago.


For the Union


For the City

City of Chicago / Plumbers Local 130, UA Side Letter #2

This Side Letter is entered into this the 17th day of MAR, 2023, between the City of Chicago and Plumbers Local 130, UA ("Local 130" and, collectively with the City of Chicago, referred to as "the Parties"). The Parties agree to amend the terms of the July 1, 2022 through June 30, 2027 Collective Bargaining Agreement only as provided herein.

Section 6.2 Payment for Holiday

If an employee is scheduled to work on any calendar holiday as specified in Section 6.1 he/she shall be paid at the rate of two and one half (2.5) times (which includes holiday pay) his/her normal hourly rate for all hours worked.

Dated: 17 MARCH 2023

Plumbers Local 130, UA

By: James F. Coyne
Title: Business Manager
Date: APRIL 19, 2023

City of Chicago

By: Scott J. Orrell
Title: DIRECTOR OF LABOR RELATIONS
Date: 17 MARCH 2023

City of Chicago / Plumbers Local 130, UA Side Letter #3

This Side Letter is entered into this the 17th day of MAR, 2023, between the City of Chicago and Plumbers Local 130, UA ("Local 130" and, collectively with the City of Chicago, referred to as "the Parties"). The Parties agree to amend the terms of the July 1, 2022 through June 30, 2027 Collective Bargaining Agreement to add the following to Section 17.6(h) only.

A successful bidder who accepts a promotion into a new job classification may voluntarily elect to return to that employee's previous job classification at any point during the first 60 days following the promotion. The employee making such an election shall notify the Commissioner of the Department in which they are employed and Local 130 in writing of the election. The Parties shall meet regarding the election. The City of Chicago shall fill the higher classification using the same candidate list used to select the employee making the election. The employee making the election shall return to their prior job classification upon the filling of the higher classification, which shall take place within 30 days of the election.

Dated: 17 MAR 2023

Plumbers Local 130, UA

By: James F. Coyne
Title: BUSINESS MANAGER
Date: APRIL 19, 2023

City of Chicago

By: Shelly Smith
Title: DIRECTOR OF LABOR RELATIONS
Date: 17 MAR 2023

City of Chicago / Plumbers Local 130, UA Side Letter #5

This Side Letter is entered into this the 17th day of MAR, 2023, between the City of Chicago and Plumbers Local 130, UA ("Local 130" and, collectively with the City of Chicago, referred to as "the Parties"). The Parties agree to amend the terms of the July 1, 2022 through June 30, 2027 Collective Bargaining Agreement only as provided herein.

Any Caulker hired on or after July 1, 2022 who fails to obtain their City of Chicago or State of Illinois Plumbing License within five (5) years of employment as a Caulker shall be returned to their prior job classification with the City of Chicago.

Dated: 17 MAR 2023

Plumbers Local 130, UA

By: James F. Coyne

Title: BUSINESS MANAGER

Date: APRIL 19, 2023

City of Chicago

By: Donald M. Druke

Title: DIRECTOR OF LABOR RELATIONS

Date: 17 MARCH 2023