

ATTACHMENT

NO. 2

Term Sheet for Collective Bargaining
Agreement between the City of Chicago
dated September 7, 2023 and:

ILLINOIS COUNCIL OF POLICE

02023-0003884

ATTACHMENT 2

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the Illinois Council of Police (ICOP) 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%

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.

3. **Other Economic Terms:** Set forth in the attached, signed Memorandum of Agreement 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 ICOP represented employees.
 - **Holidays:** Added the Juneteenth holiday.
 - **Salary Schedule/Regrades:** Adjusted the salary schedule to add another step after 26 years of service and reduce the continuous service requirements for movement on the schedule at certain steps.

4. **Other Terms:**

Set forth in the attached, signed Memorandum of Agreement and includes:

- **Direct Deposit and Electronic Deposit Advice:** Developed a plan to move employees to direct deposit and receipt of electronic deposit advice (green slips)
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Bereavement:** Extended bereavement leave consistent with the City's policy.
- **Overtime:** Established a process to fairly/equitably offer overtime.
- **Probationary Employment:** Provided for reimbursement of training costs by employees leave prior to the completion of their probationary period.
- **Compensatory Time:** Allowed employees to earn compensatory time for hours worked between 37.5 and 40.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is made and entered into the 13th day of July, 2023, by and between the City of Chicago ("City") and the Illinois Council of Police ("ICOP").

1. The parties hereby tentatively agree to enter into a successor collective bargaining agreement ("the Agreement"), subject to the following terms and conditions:

(A) The Agreement shall consist of the terms contained in the July 1, 2020 - June 30, 2022 collective bargaining agreement between the parties, which terms shall hereby be extended and continued in full operation and effect through 11:59 p.m. on June 30, 2027, except only as specifically modified by the revisions specified in the attachments appended to this MOA, hereby made a part hereof, and hereby agreed to and adopted by the parties.

(B) The City and ICOP hereby agree to and adopt each of the revisions to the July 1, 2020 - June 30, 2022 collective bargaining agreement specified in the attachments appended to this MOA.


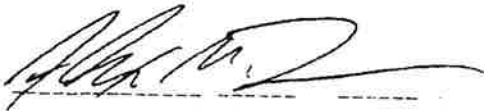
2. It is mutually understood and agreed that the terms of paragraph 1 of this MOA shall be null and void unless and until said terms are ratified by both (a) the members of the bargaining unit represented by ICOP, in accordance with applicable rules, by-laws and procedures established by ICOP, which ratification shall be certified to the City in writing; and (B) the City Council of the City of Chicago ("City Council").

3. The effective date of the Agreement shall be the effective date of an ordinance passed by City Council approving the Agreement.

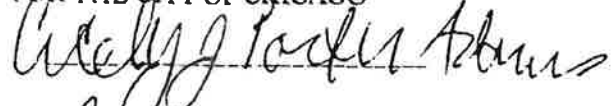

4. No terms of the Agreement shall be retroactive, except only to the extent expressly provided in the Agreement.

AGREED:

FOR ILLINOIS COUNCIL OF POLICE

FOR THE CITY OF CHICAGO

**City of Chicago Proposals and Responses
for Changes in the Collective Bargaining Agreement
between
the City of Chicago
and
the Illinois Council of Police
7/3/23**

The City reserves the right during negotiations to add to, delete, modify, change or withdraw any proposal or tentative agreement prior to final agreement on and acceptance of a complete agreement. Further, unless otherwise and expressly agreed, no proposals or agreements will be applied retroactively.

ARTICLE 4—WAGES

Section 4.1—Wages

(A) The following percentage base wage increases shall be applied on the dates as specified:

July 1, 2022—3.00%

January 1, 2023—3.00%

January 1, 2024—3.00% - 5.00%*

January 1, 2025—3.00% - 5.00%*

January 1, 2026—3.00% - 5.00%*

January 1, 2027—3.25%

Agreement expires June 30, 2027.

*In each of the three years 2024, 2025 and 2026, the percentage increase varies between 3.00% and 5.00%, depending upon the U.S. City Average CPI-U. If the CPI-U is 5.00% or more, then the percentage increase shall be 5.00%. If the CPI-U is between 3.00% and 5.00%, the percentage increase shall be equal to the CPI-U, rounded to the nearest tenth of one percent. The U.S. City Average June CPI-U released in July of the preceding year will be used to determine the percentage increases in the three years 2024, 2025 and 2026.

The parties further agree that the wage increases set forth above shall be retroactive to July 1, 2022, unless the parties mutually agree to another date. Such retroactive wage increases shall be payable to affected employees, who, as of final ratification of the successor collective bargaining agreement, are either on the payroll, or are on approved leave, or are on layoff with recall rights, or are former employees who retired effective between July 1, 2022 and the date of final ratification of such agreements by the City of Chicago, inclusive.

(B) During the term of this agreement, should employees in the Aviation Security Officers title represented by Unit II, Public Service Employees Union, Local 73, S.E.I.U. receive a percentage base wage increase in excess of that received by the

Aviation Security Sergeants as set forth in 4.1 (A) above, the Employer shall grant the Aviation Security Sergeants who are employed by the City increases equivalent to those granted to the Aviation Security Officers over the same time period (“me too” provision). This “me too” provision is applicable to Aviation Security Sergeants who are employed by the City as Aviation Security Sergeants at the time the agreement between the City and the bargaining unit representing the Aviation Security Officers is ratified.

(C) On January 1, 2024, employees who are in the bargaining unit 30 days following ratification and approval of this Agreement will be paid a one-time, lump-sum, bonus payment of \$1,000.00 500.00, which will not be included in the base pay or as a salary increase or adjustment under the salary schedule.

(D) During the term of this agreement, should employees in the Aviation Security Officers title represented by Unit II, Public Service Employees Union, Local 73, S.E.I.U. receive a signing bonus in excess of that received by the Aviation Security Sergeants as set forth in 4.1 (C) above, the Employer shall grant the Aviation Security Sergeants who are employed by the City a signing bonus equivalent to the signing bonus granted to the Aviation Security Officers (“me too” provision). This “me too” provision is applicable to Aviation Security Sergeants who are employed by the City as Aviation Security Sergeants at the time the agreement between the City and the bargaining unit representing the Aviation Security Officers is ratified.

(B) In recognition of employees’ service during the continuing COVID-19 pandemic, all employees who were on the payroll, on approved leave, on layoff with recall rights, at any time between July 1, 2022, and the date of final ratification of this Agreement, and specifically including former employees who retired or were

otherwise separated from service on or after July 1, 2022, shall receive (1) a one-time, lump sum bonus of \$1,000.00 on January 1, 2024, which will not be included in the base pay or as a salary increase or adjustment under the salary schedule, and (2) a one-time, lump sum bonus of \$2,000.00 on January 1, 2025, which will not be included in the base pay or as a salary increase or adjustment under the salary schedule.

(C) Salary Schedule Adjustments: The parties agree that the following adjustments will be made on the Y salary schedule on the dates so indicated:

- (1) Effective January 1, 2024, reduce the continuous service requirement by one (1) year in Steps 6 through 12 on the Y schedule.
- (2) Effective January 1, 2026, add a new 13th Step on the Y schedule after twenty six (26) years of continuous service, and amount 3.25% higher than the salary for Step 12.

New Section 4.2—Payment of Wages

Effective four (4) months after the date of ratification, the payment of wages provided herein is due and payable on the seventh and twenty-second day of each month.

Within ninety (90) days of ratification of this Agreement, employees shall enroll in direct deposit and register to receive their notification of pay deposit advice electronically through the Employer's program for that purpose (currently known as "GreenSlips") if they have not done so already. Employees will receive their notification of pay and deposit advice electronically through GreenSlips the first pay period after registering for GreenSlips.

ARTICLE 5
HOURS OF WORK

All hours worked between 37 ½ and 40 hours per week shall be compensated at straight time rates in the form of cash, **however an employee may instead elect to be compensated in the form of compensatory time by providing notice of election to the Employer's designated representative by no later than the first regular workday following the day on which it was earned.** All hours actually worked in excess of forty hours per week shall be paid at one and one-half (1 ½) times the employee's regular straight time hourly rate of pay and shall be compensated in the form of cash.

Use of compensatory time shall be subject to the operational and scheduling needs of the Department. Requests for use of compensatory time shall be made in accordance with the Department's Standard Operating Procedures.

All accumulated compensatory time, including compensatory time elected and earned under Section 6.2(a), which has not been used or schedule and approved prior to October 16 in any calendar year will be paid to employees in the form of cash. Any compensatory time earned before October 16 which is scheduled and approved for use after October 16 must be scheduled and approved for use in the same calendar year before December 1. In any case, no employee shall be permitted to accumulate compensatory time in excess of **one hundred (100) hours eighty (80) hours.**

NEW SECTION: SCHEDULING OF OVERTIME

Overtime shall be offered first to the employee performing the job and thereafter by seniority to the most senior employee in the job classification at the work location being given the opportunity to work, provided the employee had the present ability to perform the work to the satisfaction of the Employer without further training.

A reasonable amount of overtime shall be a condition of continued employment. In the event that there are not sufficient volunteers who accept such offers of overtime, the Employer may mandatorily assign such overtime by reverse seniority.

Employees in the classification at the work location who have been given the option to work the overtime, whether the option was accepted or rejected, will not be afforded the option to work subsequent overtime until all employees in the classification at the work location have been reasonably afforded the opportunity to work the overtime.

Any Employee scheduled, either voluntarily or mandated by the City, to work overtime after their regularly scheduled shift will be paid at time and one-half for the first four and one-fourth (4.25) hours, and double time for any hours worked over twelve and three-fourth (12.75) hours contiguous to the original scheduled shift.

The Employer may utilize employees from other work locations in the Department to equalize overtime distribution as feasible over a reasonable period of time.

ARTICLE 6 HOLIDAYS

Section 6.1 Current Holidays

Full-time salaried employees shall receive the following holidays off without any change in their regular salary:

1. New Year's Day
2. Dr. Martin Luther King, Jr.'s Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Casimir Pulaski Day
6. Memorial Day
7. **Juneteenth**
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Christmas Day

To be eligible for any of said days off without any change in regular salary, the employee must be in pay status the full scheduled work day immediately preceding and the full scheduled work day immediately following the holiday, or absent from work on one or both of those days with the Employer's permission; such permission will not be unreasonably denied.

A suspension without pay shall not begin or end on a scheduled work day immediately preceding or following a holiday.

In addition to the foregoing ~~twelve (12)~~ **thirteen (13)** paid holidays, employees shall receive one (1) personal day, which may be scheduled in accordance with the procedures for vacation selection set forth in Section 7.2 below, or by submission of a separate request by the employee to schedule the personal day. A personal day must be used in the calendar year in which it is granted, and may not be carried over from one year to the next.

Section 8.3 Break In Service

Notwithstanding the provisions of any ordinance or rule to the contrary, seniority or continuous service of an employee is broken, the employment relationship is terminated, and the employee shall have no right to be rehired, if the employee:

(a) quits or resigns;

(b) is discharged for cause;

(c) retires;

(d) is absent for five (5) consecutive work days without notifying the employee's authorized Employer representative, unless circumstances preclude the employee, or someone in the employee's behalf, from giving such notice;

(e) does not actively work for the Employer for 12 months for any reason except military service, approved Union or medical leave of absence, or duty disability leave;

(f) is on an approved leave of absence and does not comply with the leave of absence provisions, or does not return from a medical leave of absence within one (1) year of the leave being granted;

(g) is on layoff for more than twelve (12) consecutive months where the employee has less than five (5) years of service at the time the layoff began;

(h) is on layoff for more than two (2) years if the employee has five (5) years of service or more at the time the layoff began.

Section 8.5 Probationary Employment

All employees hired into the bargaining unit will be regarded as probationary employees for the first twelve (12) months of their employment and will receive no seniority or continuous service credit during such probationary period. The twelve (12) month probationary period begins after the employee has completed training and has been assigned to his or her scheduled watch. Any period of absence from work in excess of ten (10) working days, or the first sixty (60) calendar days of any time spent in required training courses, shall extend the probationary period of time equal to the absence or the first sixty (60) calendar days of the training period: Probationary employees continuing in the service of the Employer after twelve (12) months shall be career service employees and shall have their seniority made retroactive to the date of their original hiring.

Probationary employees may be disciplined or discharged as exclusively determined by the Employer and such Employer action shall not be subject to the grievance procedure or review by the Human Resources Board, provided that, (1) after the first six (6) months of the probationary period, if the Employer intends to impose a disciplinary suspension on the probationary employee where the suspension would result in a loss of pay, prior to imposing the suspension, except in an emergency or where the employee is unavailable, the Employer shall notify the employee and the Union and, upon request from the Union, will schedule a meeting with the Union and the employee to discuss and allow the employee to respond to the accusations and/or (2) if the Employer, within its discretion, rehires a former employee who did not complete his/her probationary period within one year from the employee's termination, and said former employee had served ninety (90) calendar days or more of his/her probationary period, all time previously served in the probationary period shall be counted for purposes of determining when the said employee completes his/her probationary period. A probationary employee who has served ninety (90) calendar days or more of his/her probationary period and who is laid off shall be given preference over other applicants for employment in the same job title in the department from which he/she was laid off, so long as he/she does not refuse an offer of employment, and does not suffer a break in service under Section 8.3 of this Agreement.

Probationary employees shall not be eligible for dental or vision insurance but shall receive all other benefits under this Agreement; provided, however, that probationary employees who already receive dental and/or vision insurance from the Employer at the time they are hired into the bargaining unit will retain those benefits during the probationary period. Probationary employees shall be compensated at the same rate as Career Service employees.

Employees who resign, retire, or otherwise leave City employment prior to the expiration of their probationary period will be responsible for reimbursing the City for all training costs provided as a probationary employee. Should an employee fail to successfully complete the authorized probationary period, all uniform and equipment items shall remain as property of the Employer and be returned to the Employer.

Section 9.7—Deferred Compensation

The Employer will make contributions on a dollar-for-dollar basis, under a 401(a) Plan (or any similar successor **plan** agreed to by the parties) up to the maximum total amounts per year shown below, based on amounts deferred by each employee in those same years to that employee's 457 Plan, as follows:

- a. January 1, 2021—up to \$250 per year
- b. January 1, 2022—up to \$500 per year

The Employer's policy which is in effect at the execution of this Agreement, pertaining to deferred compensation, shall be afforded to all employees without change during the term of this Agreement.

In addition to the above, effective January 1, 2023, the Employer will continue to make contributions, on a dollar-for-dollar basis, under a 401(a) Plan (or any similar successor plan agreed to by the parties) up to a maximum of \$500 per year based on amounts deferred by each employee to that employee's 457 Plan. Such contributory obligation shall increase as set forth below:

Effective January 1, 2024, the Employer will contribute \$1.50 for each dollar contributed by each employee under a 401(a) Plan (or any similar successor plan agreed to by the Union) up to a maximum of \$750 per year based on amounts deferred by each employee to the employee's 457 plan.

Effective January 1, 2027, the Employer will contribute \$1.75 for each dollar contributed by each employee under a 401(a) Plan (or any similar successor plan agreed to by the Union) up to a maximum of \$875 per year based on amounts deferred by each employee to the employee's 457 plan.

The City shall advise the Union at least semi-annually, of the total contributions it has made.

Section 10.1 - Bereavement Pay

In the event of a death in an employee's immediate family ~~or domestic partner~~ such employee shall be entitled to a leave of absence up to a maximum of three (3) consecutive **workdays** ~~calendar days including the day of the funeral~~. **If the deceased resided or passed in a state not contiguous to Illinois or another country and the employee is travelling to that state or country, the employee shall be entitled to a maximum of five (5) consecutive workdays.** ~~Where death occurs and the funeral is to be held out of Illinois and beyond the states contiguous thereto, the employee shall be entitled to a maximum of five (5) consecutive calendar days.~~ During such leave, an hourly employee shall receive his/her regular straight time pay for such time as he/she is required to be away from work during his/her regularly scheduled hours of work. Salaried employees shall receive the leave of absence without additional compensation. **Bereavement must be taken within sixty (60) days following the date of death.**

The employee's immediate family shall be defined as: mother, father, husband, wife, brother or sister (including step or half), son or daughter (including step or adopted), father-in-law, mother-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparents and grandchildren. Court-appointed legal guardian, and a person for whom the employee is a court-appointed legal guardian. The employer may, at its option, require the employee to submit satisfactory proof of death and/or proof of the relationship of the deceased to the employee. ~~Domestic partners are defined as two persons regardless of their gender, who have a close personal relationship, sharing the same regular and permanent residence for at least six months; are each eighteen years of age or older; not married to anyone; not related by blood closer than would bar marriage in the State of Illinois; and are each other's sole domestic partner, responsible for each other's common welfare and jointly sharing their financial responsibilities. To qualify as a "domestic partner" under this section, the employee must register the domestic partner's name with the City of Chicago.~~

For the purposes of this Section, the following are considered to be states that are contiguous to Illinois: Kentucky, Wisconsin, Indiana, Iowa, Michigan and Missouri.

Section 10.8 Medical Leave

Non-probationary employees shall be granted medical leaves of absence without pay upon request. Said medical leaves of absence shall be granted **in increments of a minimum of one (1) month for up to three (3) months**, provided said leaves shall be renewable for like **one three-month** periods, for a total medical leave of absence up to one (1) year. The Employer may request satisfactory proof of medical leaves of absence. Employees on medical leaves of absence shall return to work promptly after their doctor releases them to return to work. An employee on a medical leave of absence shall be returned to work upon the expiration of his/her leave, provided the employee has complied with the Employer's procedures which shall be provided the employee prior to the start of said leave. If an employee is granted an extension of his/her leave, he/she shall be returned to work upon the expiration of the leave's extension, provided the employee has complied with the Employer's procedures. **Leaves extensions shall not be granted beyond one (1) year.**

Seniority shall accumulate for employees on medical leaves of absence for only up to one (1) year. After one (1) year, an employee on a medical leave of absence shall **return to work or be subject to the break in service provisions in Section 8.3 of this Agreement** retain, but not accumulate seniority.

Employees who return from medical leave of absence within one (1) year shall be reinstated to their former job, subject to layoff and recall provisions of this Agreement. **If the employee returns to work after more than one (1) year on a medical leave of absence, the employee shall be returned to his/her former job if it is open. If not, the employee will be placed on a list for reinstatement.**

New Section 10.10– Paid Parental Leave—TA’ed 12/6/22

An employee wishing to take paid parental leave must apply and be eligible for Family Medical Leave Act (FMLA) leave. An employee is eligible for FMLA leave if they have been employed by the City for at least 12 months before taking the leave and has worked at least 1250 hours during the 12-month period immediately prior to the leave. Effective January 1, 2023, eligible employees may be granted the following paid parental leaves, in conjunction with and as part of an approved FMLA leave:

- Up to twelve (12) work weeks of paid parental leave for either the birth of the employee’s biological child or children, (including the employee’s biological children born using gestational surrogacy), or for the adoption or foster of a child or children by the employee. Any paid parental leave is to be taken within the first year following either the child or children’s date of birth, or the initial date of placement in the employee’s home in the case of adoption or foster care. Paid parental leave may only be taken once per birth or placement event and must be used before a biological child turns one (1) year old or prior to the one(1) year anniversary of initial placement in the case of adoption or foster care. Any unused paid parental leave will be forfeited at the end of such a rolling year period.
- Up to eight (8) work weeks of paid leave for employees who are acting as gestational surrogates for their own recovery for routine childbirth. If postpartum complications arise that require additional leave, the employee may receive a maximum of twelve (12) work weeks of paid leave, provided that sufficient medical certification is provided to the employee’s department. Such paid leave may only be taken once per birth event and must be taken within one (1) year following the event. Any unused paid leave will be forfeited at the end of such a rolling year period.

Procedures for requesting and returning from paid parental leave, including complying with the leave process, are governed by the City’s Paid Parental Leave Policy.

Notwithstanding any other provision of this Agreement, paid parental leave shall be granted as part of an approved FMLA leave.

Section 17.2 - Right of Access

Authorized representatives of the Union shall be permitted entry to the premises of the Employer at reasonable times for the purpose of handling grievances, observing conditions under which employees are working and to administer this Agreement, consistent with the Employer's reasonable visitation rules. The Union will not abuse this right, and such right of entry shall at all times be conducted in a manner so as not to interfere with the Employer's normal operations. The Union shall be responsible for keeping the Employer continuously informed, in writing, of the names of the Union's authorized representatives, and shall notify the Employer promptly of any changes. **On January 5th and June 5th of each calendar year, the Union shall provide, on Union Letterhead, a complete and accurate list of current Union Stewards and other duly elected Union Representatives. Should any changes occur within the calendar year, the Union will provide an updated listed within ten (10) days of the change.** The Employer may change or set rules of access, provided any change in practice shall be reasonable and subject to the grievance procedure. The Union shall provide the employer with the names of all duly elected Union Representatives and is responsible for keeping the Employer updated in writing as follows:

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the United Union of Roofers, Waterproofers, and Allied Workers, Local 11 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.



**DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO**

August 31, 2023


Mr. Gary Menzel
President/ Business Manager
United Union of Roofers, Water
Proofers & Allied Workers Local 11
2021 Swift Dr. Suite A
Oak Brook, IL 60523


RE: Roofers, Water Proofers & Allied Workers Local 11

Dear Mr. Menzel:

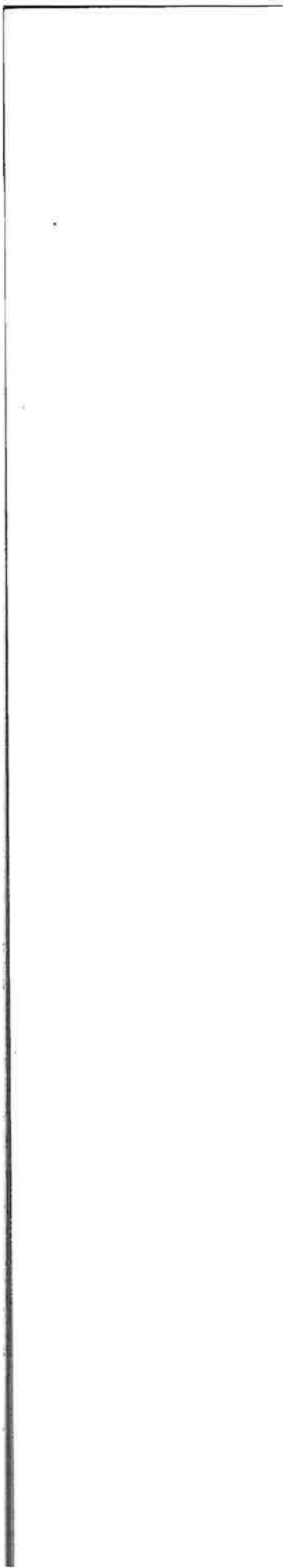
This is to confirm the agreements of the City of Chicago (the City) and the United Union of Roofers, Water Proofers & Allied Workers Local 11 (the Union) with respect to the terms of a new collective bargaining agreement to succeed the agreement dated July 1, 2022 through June 30, 2027. Specifically, 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:

NONE


For the Union


For the City

121 NORTH LASALLE STREET, CHICAGO, ILLINOIS 60602



September 7, 2023

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

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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.



**DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO**

August 31, 2023

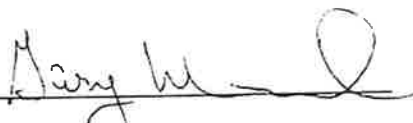
Mr. Gary Menzel
President/ Business Manager
United Union of Roofers, Water
Proofers & Allied Workers Local 11
2021 Swift Dr. Suite A
Oak Brook, IL 60523

RE: Roofers, Water Proofers & Allied Workers Local 11

Dear Mr. Menzel:

This is to confirm the agreements of the City of Chicago (the City) and the United Union of Roofers, Water Proofers & Allied Workers Local 11 (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:

NONE



For the Union



For the City

