

ATTACHMENT

NO. 8

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

MID-AMERICAN CARPENTERS
REGIONAL COUNCIL

02023-0003884

ATTACHMENT 8

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the Mid-American Carpenters Regional Council 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 the Carpenters:** Agreed to adjust rate calculations for two titles—General Foreman and General Foreman of General Trades.

COLLECTIVE BARGAINING AGREEMENT

Between

~~CHICAGO REGIONAL COUNCIL OF CARPENTERS~~
~~THE MID-AMERICA CARPENTERS REGIONAL COUNCIL~~

And

CITY OF CHICAGO

Effective July 1, 2022~~17~~ Through
June 30, 2027~~2~~

~~Ratified by City Council on January 17, 2018~~

Section 4.5 General Foreman of General Trades

Effective July 1, 202~~4~~⁴, the General Foreman of General Trades will receive \$~~1140~~.00 per hour more than a Carpenter in accordance with Sections 4.1 and 4.2 and as set forth in Appendix A. Effective July 1, 2025, the General Foreman of General Trades will receive \$12.00 per hour more than a Carpenter in accordance with Sections 4.1 and 4.2 and as set forth in Appendix A.

Section 4.6 General Foreman

Effective July 1, 202~~4~~⁴, the General Foreman will receive \$~~5.504-50~~ per hour more than a Carpenter in accordance with Section 4.1 and 4.2 and as set forth in Appendix A. Effective July 1, 2025, the General Foreman will receive \$6.00 per hour more than a Carpenter in accordance with Section 4.1 and 4.2 and as set forth in Appendix A.

Section 10.5 Disability Leaves

Any employee who is absent from work due to an injury on duty shall be granted a leave of absence. The Employer will mail the initial Duty Disability payment within ten working days upon receipt of verified authorization from the approving authority. Subsequent payment for eligible employees will be made twice a month. If denial is later reversed, duty disability is denied, and such the employee shall be paid up to date the amount the employee was eligible to receive. Employees who return from said leaves shall be reinstated to their former job classification, if it is vacant or if it is then occupied by an employee with lower seniority. If the employee's former job classification is not available because the employee would have been laid off if the employee had not been on a leave of absence, the employee may exercise seniority rights in accordance with and subject to the layoff, recall and break-in- service provisions of this Agreement. An employee granted duty

disability leave shall continue to receive full benefits for any period he/she is on said leave in accordance with current practice.

10.7 Family Medical Leave

Bargaining unit employees who have completed their first 12 months of employment and who have worked 1,250 hours in the preceding 12 month period shall thereafter be entitled to family and medical leave for a period of up to twelve (12) work weeks during any twelve (12) month period for any of the following reasons:

- (1) for the birth of an employee's child and to care for the newborn child;
- (2) for the placement with the employee of a child for adoption or foster care;
- (3) to care for the employee's spouse, child or parent with a serious health condition;
- (4) due to a serious health condition affecting the employee.

Such leave shall be without pay unless the employee determines to substitute accrued paid leave for which the employee is eligible. During any leave taken under this Article, the employee's health care coverage shall be maintained and paid for by the employer, as if the employee was working and seniority shall accrue. Any employee desiring to take leave under this Section shall provide reasonable advance notice to the employer on a form provided by the employer, which form shall be approved by the Union. Reasonable advance notice shall be no less than ten (10) days; and where advance notice cannot be provided, the employee shall provide notice within 48 hours after the employee is able to do so. Failure to provide

the notice provided for in this Section shall not affect the validity of the leave where the employer has actual notice. Except as may be specifically stated in this Agreement, employees shall take leave provided for as permitted by the provisions of the Family Medical Leave Act, including its rules and regulations. Employees shall have a right to return to their regular assignment and location.

14.10 Automobile Reimbursement

Employees who are required by the Employer to use their own automobiles in the performance of their job shall receive mileage reimbursement at the then effective rate recognized by the Internal Revenue Service, with a maximum of \$250 per month. ~~On the effective date of this Agreement, following its ratification by all parties, the maximum reimbursement will increase to \$350.00 per month. Effective February 1, 2008, the maximum reimbursement will increase to \$450.00 per month. Effective February 1, 2009, the maximum reimbursement will increase to \$550.00 per month.~~ Thereafter, the maximum reimbursement will increase effective each February 1 by the percentage increase in the Transportation Expenditure Category of the Consumer Price Index for All Urban Consumers (CPI-U):U.S. City Average for the previous year, as rounded to the nearest \$5 increment. Employees seeking mileage reimbursement must submit that request on a form provided by the Employer. Payment for mileage expenses will be made on a monthly basis. In the event that during the life of this Agreement the Employer shall implement for any group of employees an automobile expense reimbursement program which is more favorable to employees than the provisions of this paragraph, upon notice from the Union, the Employer will meet and discuss with representatives of the Union the possible application of said new program to employees covered by this Agreement.

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Upon request by either party ~~made no earlier than January 1, 2014~~, the parties shall meet to discuss any proposed changes to this Section 14.10.

MID-AMERICA CARPENTERS
REGIONAL COUNCIL

CITY OF CHICAGO

Thomas E. Ryan, Jr.

Donald J. Meul
