

ATTACHMENT

NO. 27

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

INTERNATIONAL ASSOCIATION OF SHEET
METAL, AIR, RAIL AND TRANSPORTATION
WORKERS, LOCAL UNION 73

02023-0003884

ATTACHMENT 27

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the International Association of Sheet Metal, Air, Rail and Transportation Workers, Local Union 73 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 Sheet Metal Workers, Local 73:** Established the rate of pay for Journeyman Sign Hangers and provided employees with access to required protective safety footwear.



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

March 3, 2023

Sent via email: suggs@smw73.org

Mr. Raymond Suggs
President/ Business Manager
International Association of Sheet Metal Workers
Local 73
4550 Roosevelt Road
Hillside, IL 60162-2053

RE: Sheet Metal Workers- Local Negotiations

Dear Mr: Suggs:

This is to confirm the agreements of the City of Chicago (the City) and the International Association of Sheet Metal Workers Local 73 (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:

SIDE LETTER
PAY RATE FOR SIGN HANGERS

This Side Letter is entered into by the City of Chicago ("City") and the International Association of Sheet Metal, Air, Rail and Transportation Workers Local No. 73 ("Union"). This Side Letter clarifies the terms of the Collective Bargaining Agreement entered into by the above parties, the term of which is July 1, 2022, through June 30, 2027.

This Side Letter is intended to provide for the pay rates of Journeyman Sign Hangers with Title Code 8263 in the employ of the City.

The Parties have agreed that the following pay rates shall apply to Journeyman Sign Hangers with title code 8263 in the employ of the City of Chicago;


1. Effective July 1, 2022, the rate of pay for a Journeyman Sign Hanger shall be 78% of the Local 73 Journeyman pay rate of \$49.10 /hr. The Sign Hanger rate of pay shall therefore be \$38.30 /hr.
2. Effective July 1, 2023, the rate of pay for a Journeyman Sign Hanger shall be 78% of the Local 73 Journeyman pay rate that is in effect as of that date.
3. Effective July 1, 2024, the rate of pay for a Journeyman Sign Hanger shall be 80% of the Local 73 Journeyman pay rate that is in effect as of that date.

4. Effective July 1, 2025, the rate of pay for a Journeyman Sign Hanger shall be 80% of the Local 73 Journeyman pay rate that is in effect as of that date.
5. Effective July 1, 2026, the rate of pay for a Journeyman Sign Hanger shall be 80% of the Local 73 Journeyman pay rate that is in effect as of that date.

The Parties have agreed that the following language regarding the provision of required footwear shall apply to all employees in the bargaining unit and shall be incorporated in the collective bargaining agreement.

Section 14.11 Boot Truck


Employees that are required to wear protective safety shoes/ boots by the Employer, such boots/shoes shall be provided annually by the "boot truck." In the event the Employer discontinues the boot truck the Employer shall reimburse up to \$200 upon proof of purchase annually.



For the Union

04/11/2023

Date



For the City/

04/11/23

Date