

ATTACHMENT

NO. 3

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

BOILERMAKERS, IRON SHIPBUILDERS,
BLACKSMITHS, FORGERS, & HELPERS,
LOCAL LODGE 1

02023-0003884

ATTACHMENT 3

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, & Helpers, Local Lodge 1 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 Boilermakers (Transfers):** DAIS employees can request transfers, and newly hired employees will rotate between shops/locations for training purposes.



DEPARTMENT OF LAW
CITY OF CHICAGO

VIA ELECTRONIC MAIL: edavis@boilmakersone.org
March 14, 2023

Eric Davis, Business Manager/Financial Secretary-Treasurer
Boilermakers Local 1
2941 Archer Avenue
Chicago, IL 60608

RE: Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, & Helpers, Local Lodge 1, Local Negotiations

Dear Mr. Davis:

This is to confirm the agreements of the City of Chicago (the City) and the Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, and Helpers, Local Lodge 1 (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:

Add new language to Section 14.10.

Within the Department of Assets and Information Services (DAIS), employees who desire a change in shift, day off group or work location of their job assignment shall request such change in writing on the Employer's form, a copy of which should be provided to DAIS' Human Resources Bureaus, the employee's supervisor, and the Union Steward. Should the Employer need to assign an employee to a specific shift, day off group or work location, the Employer shall select the most senior employee in the job classification in DAIS who has such a request on file, provided the employee has the present ability to perform the required work without further training. Employees may file such requests in December for the period beginning in January and continuing through June of the following year and June for the period beginning in July and continuing through December. Employees accepting such an assignment shall be allowed one such transfer in any one-year period. If no employee has a request on file, the Employer will select the employee in the job classification in the department by reverse seniority.

Employees newly hired in DAIS will rotate between shops during the first six (6) months of their probationary period for training purposes. Upon satisfactory completion of this training period, the Employer may assign new employees to any shift, day off group or work location, provided that a more senior employee does not have a timely request on file for that shift, day off group, or work location.

No other changes will be made to Section 14.10. The parties agree that the new language in Section 14.10 will be effective April 1, 2023.

Please sign on behalf of the Union indicating your agreement and return a copy to my attention.
The City appreciates your efforts in concluding these negotiations.

Sincerely,

Cicely J. Porter Adams
Chief Labor Negotiator, City of Chicago

For the Union

2 NORTH LASALLE STREET, SUITE 660, CHICAGO, ILLINOIS 60602