

ATTACHMENT

NO. 31

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

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 399

02023-0003884

ATTACHMENT 31

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the International Union of Operating Engineers, Local 399 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 Local 399:** Agreed to (1) establish a payroll deduction option for employees to voluntarily contribute to Local 399, at no cost to the Employer; and (2) develop a tiebreaker for promotion when candidates are relatively equally qualified.



DEPARTMENT OF HUMAN RESOURCES

CITY OF CHICAGO

August 8, 2023

Via email to rmcginty@iuoe399.com

Mr. Roger McGinty
Financial Secretary/ Business Representative
International Union of Operating Engineers
Local 399
2260 S. Grove Street
Chicago, IL 60607

RE: International Union of Operating Engineers
Local 399

Dear Mr. McGinty

This is to confirm the agreements of the City of Chicago (the City) and the International Union of Operating Engineers Local 399 (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 8.8 B (Additional language to be added after first paragraph)

The Employer shall consult with the Union prior to making changes to verify submissions and seniority are being properly applied to ensure changes comply with this section.

Section 8.8 E.

Qualified employees shall be given an equal opportunity with other applicants to bid on jobs which pay equal or higher rates of pay and which are declared vacant by the Employer. Vacancies will be posted for a period of fourteen (14) calendar days. Prior to the commencement of the selection process, the Employer will provide the Union with a list of qualified bidders. The Employer shall select the most qualified applicant. Where applicants are equally qualified, the Employer shall select the most senior employee of those applying who has the greatest ability to fill the needs determined by the Employer with due regard to the ~~Employers~~ Employee's "ability" shall be determined by the Employer based upon performance evaluations, experience, training, proven ability and similar criteria. **If the Employer**

121 NORTH LASALLE STREET, CHICAGO, ILLINOIS 60602

determines ability is relatively equal, selection shall be based on the following hierarchy of job titles by seniority within title:

1. Chief Operating Engineer
2. Assistant Chief operating Engineer
3. Operating Engineer, Group "A"
4. Operating Engineer, Group "C"
5. Operating Engineer, Group "C" Trainee

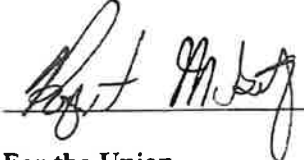
Senior bidders who are not selected shall be so notified in writing. "Seniority" shall mean, for purposes of this Section, the employee service in in the job title (time-in title).
(The remainder of this Section shall be unchanged).

[NEW] Section 14.5 Political Education Fund


The Employer will work to establish a payroll deduction of Twelve dollars and Fifty cents per paycheck from employees' wages on the basis of individually signed, voluntary authorization deduction forms. It is agreed that these authorized deductions for the Local 399, International Union of Operating Engineers Political Education Fund (Local 399 IUOE PEF) are not a condition of membership in the Local 399 IOUE or of employment with the Employer. Payment will be made by a separate check payable to Local 399 IUOE PEF or by wire transfer at the Employer's option. The IUOE, Local 399 is not required to reimburse the employer for the cost of such administration. The employer will not maintain the authorized deduction cards but will make deductions or cease deductions solely at the Unions' direction. The Union will indemnify and hold the Employer harmless against any claims or liability incurred by reason of such direction.

The following will not be included in the contract but are agreed to and subject to further discussion.


Tie breakers are maintained by the Union and the individual departments, not by DHR.



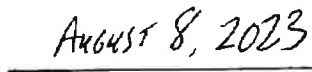
For the Union



For the City



Date



Date

FED PAC - The Employer will deduct a minimum of Ten Dollars (\$10.00) per month from employees' wages on the basis of individually signed, voluntary authorized deductions forms. It is agreed that these authorized deductions for the Local 399, International Union of Operating Engineers Federal Political Action Committee (Local 399 IUOE FED PAC) are not conditions of membership in the International Union of Operating Engineers, Local 399 or of employment with the Employer. Payments will be made by a separate check payable to Local 399 IUOE FED PAC or via wire transfer at the Employer's option.

It is understood and agreed that the cost of administering this payroll deduction for the Local 399 IUOE FED PAC has been incorporated in the economic package provided under the terms of this Agreement, and therefore, the International Union of Operating Engineers, Local 399 is not required to reimburse the Employer for the costs of such administration. The Union will indemnify and hold the Employer harmless against any claims or liability incurred by reason of such deductions.



DEPARTMENT OF LAW
CITY OF CHICAGO

September 7, 2023

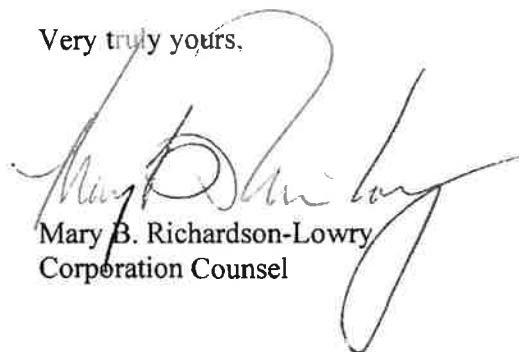
TO THE HONORABLE, THE CHAIRMAN AND
MEMBERS OF THE CITY COUNCIL COMMITTEE ON
WORKFORCE DEVELOPMENT

Ladies and Gentlemen:

I transmit herewith, together with the Budget Director, an ordinance authorizing the execution of Collective Bargaining Agreements between the City of Chicago and the Illinois Nurses Association (INA), the Illinois Council of Police (ICOP), the Coalition of Unionized Employees (COUPE), and several named trade unions.

Your favorable consideration of this ordinance will be appreciated.

Very truly yours,



Mary B. Richardson-Lowry
Corporation Counsel

ORDINANCE

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:

SECTION 1. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 1: Term Sheet for the Collective Bargaining Agreement between the Illinois Nurses Association (INA) and the City of Chicago, dated September 7, 2023), between the City of Chicago and the Illinois Nurses Association (INA).

SECTION 2. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 2: Term Sheet for the Collective Bargaining Agreement between the Illinois Council of Police (ICOP) and the City of Chicago, dated September 7, 2023), between the City of Chicago and the Illinois Council of Police (ICOP).

SECTION 3. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 3: Term Sheet for the Collective Bargaining Agreement between the Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, & Helpers, Local Lodge 1 and the City of Chicago, dated September 7, 2023), between the City of Chicago and the Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers, & Helpers, Local Lodge 1.

SECTION 4. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 4: Term Sheet for the Collective Bargaining Agreement between the Architectural and Ornamental Ironworkers Union, Local 63 and the City of Chicago, dated September 7, 2023), between the City of Chicago and the Architectural and Ornamental Ironworkers Union, Local 63.

SECTION 5. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 5: Term Sheet for the Collective Bargaining Agreement between the International Association of Heat and Frost Insulators and Asbestos Workers, Local No. 17 and the City of Chicago), between the City of Chicago and the International Association of Heat and Frost Insulators and Asbestos Workers, Local No. 17.

SECTION 6. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 6: Term Sheet for the Collective Bargaining Agreement between the United Order of American Bricklayers and Stone Masons, Local 21 and the City of Chicago), between the City of Chicago and the United Order of American Bricklayers and Stone Masons, Local 21.

SECTION 7. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 7: Term Sheet for the Collective Bargaining Agreement between the International Association of Bridge, Structural and Reinforcing Iron Workers, Local 1 and the City of Chicago), between the City of Chicago and the International Association of Bridge, Structural and Reinforcing Iron Workers, Local 1.

SECTION 8. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 8: Term Sheet for the Collective Bargaining Agreement between the Mid-American Carpenters Regional Council and the City of Chicago), between the City of Chicago and the Mid-American Carpenters Regional Council.

SECTION 9. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 9: Term Sheet for the Collective Bargaining Agreement between the Mid-American Carpenters Regional Council--Inspectors and the City of Chicago), between the City of Chicago and the Mid-American Carpenters Regional Council--Inspectors.

SECTION 10. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 10: Term Sheet for the Collective Bargaining Agreement between the Cement Masons Union, Local 502 and the City of Chicago), between the City of Chicago and the Cement Masons Union, Local 502.

SECTION 11. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 11: Term Sheet for the Collective Bargaining Agreement between the International Union of Elevator Constructors, Local No. 2 and the City of Chicago), between the City of Chicago and the International Union of Elevator Constructors, Local No. 2.

SECTION 12. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 12: Term Sheet for the Collective Bargaining Agreement between the Service Employees International Union, Local 1, Firemen and Oilers Division and the City of Chicago), between the City of Chicago and the Service Employees International Union, Local 1, Firemen and Oilers Division.

SECTION 13. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 13: Term Sheet for the Collective Bargaining Agreement between the Glaziers, Architectural Metal and Glass Workers, Local No. 27 and the City of Chicago), between the City of Chicago and the Glaziers, Architectural Metal and Glass Workers, Local No. 27.

SECTION 14. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 14: Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Electrical Workers, Local Union No. 9 and the City of Chicago), between the City of Chicago and the International Brotherhood of Electrical Workers, Local Union No. 9.

SECTION 15. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 15: Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Electrical Workers, Local Union No. 134 and the City of Chicago), between the City of Chicago and the International Brotherhood of Electrical Workers, Local Union No. 134.

SECTION 16. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 16: Term Sheet for the Collective Bargaining Agreement between the County, Municipal Employees', Supervisors' and Foremen's Union, Local 1001 and the Water Pipe Extension, Bureau of Engineering, Laborers' Local 1092 and the City of Chicago), between the City of Chicago and the County, Municipal Employees', Supervisors' and Foremen's Union, Local 1001 and the Water Pipe Extension, Bureau of Engineering, Laborers' Local 1092.

SECTION 17. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 17: Term Sheet for the Collective

Bargaining Agreement between the International Association of Machinist and Aerospace Workers, Local No. 126 and the City of Chicago), between the City of Chicago and the International Association of Machinist and Aerospace Workers, Local No. 126.

SECTION 18. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 18: Term Sheet for the Collective Bargaining Agreement between the International Organization of Masters, Mates and Pilots—Great Lakes & Rivers Maritime Region and the City of Chicago), between the City of Chicago and the International Organization of Masters, Mates and Pilots—Great Lakes & Rivers Maritime Region.

SECTION 19. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 19: Term Sheet for the Collective Bargaining Agreement between the International Union of Operating Engineers, Local 150—Bridge Operators and the City of Chicago), between the City of Chicago and the International Union of Operating Engineers, Local 150—Bridge Operators.

SECTION 20. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 20: Term Sheet for the Collective Bargaining Agreement between the International Union of Operating Engineers, Local 150—Deck Hands and the City of Chicago), between the City of Chicago and the International Union of Operating Engineers, Local 150—Deck Hands.

SECTION 21. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 21: Term Sheet for the Collective Bargaining Agreement between the International Union of Operating Engineers, Local 150—Heavy Equipment and the City of Chicago), between the City of Chicago and the International Union of Operating Engineers, Local 150—Heavy Equipment.

SECTION 22. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 22: Term Sheet for the Collective Bargaining Agreement between the Painters' District Council No. 14 and the City of Chicago), between the City of Chicago and the Painters' District Council No. 14.

SECTION 23. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 23: Term Sheet for the Collective Bargaining Agreement between the Pipe Fitters' Association, Local Union 597 and the City of Chicago), between the City of Chicago and the Pipe Fitters' Association, Local Union 597.

SECTION 24. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 24: Term Sheet for the Collective Bargaining Agreement between the Chicago Journeymen Plumbers, Local Union 130 and the City of Chicago), between the City of Chicago and the Chicago Journeymen Plumbers, Local Union 130.

SECTION 25. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 25: Term Sheet for the Collective Bargaining Agreement between the Public Service Employees Union, Local 73, SEIU (Custodians) and the City of Chicago), between the City of Chicago and the Public Service Employees Union, Local 73, SEIU (Custodians).

SECTION 26. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 26: Term Sheet for the Collective Bargaining Agreement between the Window Cleaners Union, Service Employees International Union, Local 73 and the City of Chicago), between the City of Chicago and the Window Cleaners Union, Service Employees International Union, Local 73.

SECTION 27. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 27: 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), between the City of Chicago and the International Association of Sheet Metal, Air, Rail and Transportation Workers, Local Union 73.

SECTION 28. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 28: Term Sheet for the Collective Bargaining Agreement between the Sign and Pictorial Painters Union, Local 830 and the City of Chicago), between the City of Chicago and the Sign and Pictorial Painters Union, Local 830.

SECTION 29. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 29: Term Sheet for the Collective Bargaining Agreement between the Sprinkler Fitters and Apprentices Union, Local No. 281 and the City of Chicago), between the City of Chicago and the Sprinkler Fitters and Apprentices Union, Local No. 281.

SECTION 30. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 30: Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Teamsters, Local 700 and the City of Chicago), between the City of Chicago and the International Brotherhood of Teamsters, Local 700.

SECTION 31. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 31: Term Sheet for the Collective Bargaining Agreement between Term Sheet for the Collective Bargaining Agreement between the International Union of Operating Engineers, Local 399 and the City of Chicago), between the City of Chicago and the International Union of Operating Engineers, Local 399.

SECTION 32. The City Council hereby approves an agreement, substantially as set forth in the term sheet attached hereto (Attachment 32: Term Sheet for the Collective Bargaining Agreement between the United Union of Roofers, Waterproofers, and Allied Workers, Local 11 and the City of Chicago), between the City of Chicago and the United Union of Roofers, Waterproofers, and Allied Workers, Local 11.

SECTION 33. The Mayor is authorized to execute each of the agreements specified from SECTION 1 to SECTION 32 in this ordinance.

SECTION 34. This ordinance shall be in force and effect upon its passage and approval.