

ATTACHMENT

NO. 14

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

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, LOCAL UNION
NO. 9

ATTACHMENT 14

September 7, 2023

Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Electrical Workers, Local Union No. 9 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 IBEW, Local 9:** Agreed to seniority tie breakers for promotions and provide a uniform allowance for \$100.00.



DEPARTMENT OF HUMAN RESOURCES

CITY OF CHICAGO

March 23, 2023

Via email to maa@ulaw.com

Margaret Angelucci
Attorney at Law
Asher, Gittler and D'Alba
200 W. Jackson Boulevard
Suite 720
Chicago, Il. 60601

RE: International Brotherhood of Electrical Workers
Local Union No 9

Dear Ms. Angelucci:

This letter is to confirm the agreements of the City of Chicago (the City) and the International Brotherhood of Electrical Workers Local Union No 9 (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 5.7 Promotion

Qualified employees shall be given an equal opportunity with other applicants to bid on jobs which pay higher rates of pay and which are declared vacant by the Employer. The Employer shall select the most qualified applicant, provided that an employee applicant shall have preference over a non-employee applicant, unless the non-employee applicant has demonstrably greater skill and ability to perform the work required.

The Employer shall determine if there is a permanent vacancy to be filled, and at any time before said vacancy is filled, whether or not said vacancy shall be filled.

The Employer will post vacancies electronically on the City of Chicago CAREERS website. A copy of the posting will be provided to the Union at least 72 hours prior to the electronic posting. Said vacancies shall be posted for fourteen (14) days on the CAREERS WEBSITE. The posting shall contain at least the following information: job title, qualifications, days off, shift, hours, work location, if known, and the rate of pay. The posting shall also identify the number of positions to be filled. If the number to be filled changes, the Employer shall promptly notify. Prior to the commencement of the selection process, the employer will provide the Union with a list of qualified bidders.

d. Birthday Rule Tiebreaker: Tie breaker shall be determined by the birth month of the employee. Should the month of birth be the same, the date of birth shall be the tie breaker. Should the birth month and date be the same, the employee birth year will be the tie breaker, with the earliest birth year being the most senior.

2. Effective July 16, 2022, for promotions to general foreman, the following seniority tie breakers shall be utilized:

- a. Time in Title (SPP) as Foreman;
- b. Time in bargaining unit;
- c. City Seniority (continuous employment with the City); and
- d. Birthday Rule

3. Effective July 16, 2022, for promotion/transfer to Foremen positions, the following seniority tie breakers shall be utilized:

- a. Time in bargaining unit;
- b. City Seniority (continuous employment with the City); and
- c. Birthday Rule

Section 14.2 Furnishing of Tools, and Equipment and Uniform Allowance

The Employer will continue its past practice of providing certain tools and equipment it has in the past provided, where such tools and equipment remain necessary to perform the job.

The Employer will continue its past practice of providing Fire Communications personnel with a clothing voucher for the purpose of procuring uniform items so long as the department requires uniforms. The voucher will not exceed \$400.

The Employer will provide a \$100 uniform allowance to Fire Communications personnel who are in an active status on August 1, of each year beginning in 2023. Such payments will be made in August. In the event the Police Communications Operators get a uniform allowance, whether by voucher and/or payment in excess of \$500 during the course of this contract, such increase will be provided to the Fire Communications personnel as part of the August payment.

Willie H. [Signature]
For the Union

3/30/2023
Date

Donald J. [Signature]
For the City

4/4/23