

October 4, 2024

Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Teamsters, Teamsters Local Union No. 743 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%

Effective 7/1/22	3.0%
Effective 7/1/23	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.

3. **Other Economic Terms:** Set forth in the attached, signed Memorandum of Agreement and includes:
 - **Signing Bonus:** Effective 1/1/25 or 30 days after ratification, whichever is greater, City will provide a lump sum signing bonus/pandemic pay bonus in the amount of \$3,000.
 - **Deferred Compensation:** Effective 1/1/23, City will contribute \$1.00 for each dollar contributed by each employee to a maximum of \$500/year. 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.
 - **Holidays:** Added the Juneteenth holiday.
 - **Salary Schedule/Regrades:** Adjusted the salary schedule to add another step after 21 years of service (effective 1/1/26), combine the Public Health Nurse III and IV titles into a newly-created title called

Supervising Public health Nurse, and reduce the continuous service requirements for movement on the schedule (effective 1/1/24).

- **Probationary Employees:** Provide vision benefits to probationary employees.
-

4. **Other Terms:** Set forth in the attached, signed Memorandum of Agreement and includes:

- **Telework:** Extended the City's telework agreement to Teamster Nurses and established a committee to further study and make recommendations regarding telework.
- **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.
- **Probationary Employees:** Doubled the probationary period from 6 to 12 months.
- **Information to Union:** Agreed to provide seniority list every 6 months.
- **Committee on Retiree Health Care:** Established a working group to study retiree health care.
- **Discrimination:** Included gender identity, sexual orientation, ancestry, and military service/discharge as categories in the prohibition of discrimination language.
- **Rules and Regulations:** Agreed to discuss new rules upon request.
- **Vacation Forfeiture:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.