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City Council Document Tracking Sheet

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Matter ID: O2024-0010070

Meeting Date: 6/12/2024

Type: Ordinance

Title: Collective Bargaining Agreement with International Brotherhood of Teamsters, Local 700 (Supervising Police Communication Operators/SPCSOs) and City of Chicago

Committee Assignment: Committee on Workforce Development

Sponsor(s): Rodriguez (Workforce Development) *

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, dated June 3, 2024, between the City of Chicago and the International Brotherhood of Teamsters, Local 700 (Supervising Police Communication Operators/SPCOs). The Mayor is authorized to execute this agreement.

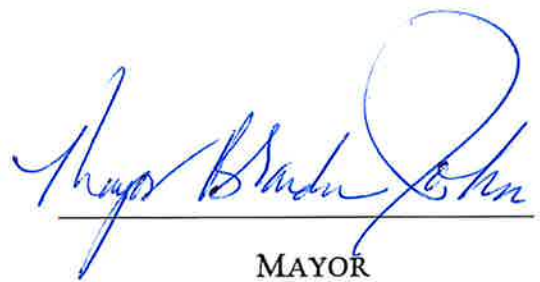
SECTION 2. This ordinance shall be in force and effect upon its passage and approval.

APPROVED


CORPORATION COUNSEL

DATED: June 18, 2024

APPROVED


MAYOR

DATED: June 18, 2024

June 3, 2024

Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Teamsters, Local 700 (Supervising Police Communication Operators/SPCOs) 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 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.

3. **Other Economic Terms:** Set forth in the attached 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 employees.
- **Holidays:** Added the Juneteenth holiday for all employees.
- **Salary Schedule:** Effective 30 days after ratification, SPCOs will be placed on a salary schedule.

4. Other Terms:

Set forth in the attached 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)
- **Union Security/Janus:** Agreed to Janus language consistent with our obligations under the law, including 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.
- **Payments of Settlements/Judgements:** Provided a time frame by which monetary payments in settlements/judgments will be paid.
- **Recall Rights:** Extended recall rights for laid off employees.
- **Acting Up Pay:** Modified time frame for which employees are entitled to acting up pay.
- **Disciplinary Action:** Reached agreement on disciplinary action for cannabis testing.
- **Overtime Selection:** Agreed to develop a process for overtime selection.

MEMORANDUM OF AGREEMENT
City of Chicago and Teamsters, Local 700
(Supervising Police Communications Operators (SPCOs))

This Memorandum of Agreement ("MOA") is made and entered into this 22nd day of May, 2024, by and between the City of Chicago ("City") and the International Brotherhood of Teamsters, Local 700 ("Teamsters").

1. The parties hereby tentatively agree to enter into a successor collective bargaining agreement ("the Agreement"), subject to the following terms and conditions:

(A) The Agreement shall consist of the terms contained in the June 1, 2017 – June 30, 2022 collective bargaining agreement between the parties, which terms shall hereby be extended and continued in full operation and effect through 11:59 p.m. on June 30, 2027, except only as specifically modified by the revisions specified in the attachments appended to this MOA, hereby made a part hereof, and hereby agreed to and adopted by the parties.

(B) The City and the Teamsters hereby agree to and adopt each of the revisions to the June 1, 2017 – June 30, 2022 collective bargaining agreement specified in the attachments appended to this MOA.

2. It is mutually understood and agreed that the terms of paragraph 1 of this MOA shall be null and void unless and until said terms are ratified by both

(A) the members of the bargaining unit represented by the Teamsters, in accordance with applicable rules, by-laws and procedures established by Teamsters, which ratification shall be certified to the City in writing; and

(B) the City Council of the City of Chicago ("City Council").

3. The effective date of the Agreement shall be the effective date of an ordinance passed by City Council approving the Agreement.

4. No terms of the Agreement shall be retroactive, except only to the extent expressly provided in the Agreement

AGREED:

**FOR INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL 700**

Frank J. ... — 5/22/24
— PRESIDENT

Robert J. ...
— SECRETARY - TREASURER
05/22/2024

FOR THE CITY OF CHICAGO

Carey P. ...
Chief Labor Negotiator

Tentative Agreements Reached for Changes in the
Collective Bargaining Agreement
between
the City of Chicago
and
the Teamsters, Local 700, SPCOs
January 9, 2023

For Teamsters Local 700
Sandra Mohr 3-10-23

Final Package
1 9 23

1 of 2000
by J. L. King

Tentative Agreement on UNION PROPOSAL #1

AGREEMENT BETWEEN

THE CITY OF CHICAGO

AND

THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS,

LOCAL UNION NO. 700

(Supervising Police Communications Operators (SPCOs))

7/11/2021
1/9/23
Curly Porter
blues
CUB
Chicago
For Teamsters L 200
Since Met 3-10-23

Effective through June 30, 2027

Ratified by City Council effective _____

Union Proposal #7—withdrawn by union on 10/24/22

Union#7 Section 5.2 Change of Day Off

Regular days off for employees covered by this Agreement may be changed to meet the needs of the Employer. When there is an operational need to change days off, the Employer shall first seek volunteers. If there are not enough volunteers, the Employer will change an employee's day off by seniority, the least senior employee first, provided that two (2) weeks prior notice is given to the employee and there are no extenuating circumstances.

For Teachers L200
Since Mar 3-10-23

Tentative Agreement on Article 6

(Union #8) T. A. 24
1/9/23

ARTICLE 6
HOLIDAYS

Adm. & Finance
1/9/23
J. J. Adams

Section 6.1 Full Time Salaried Employees

Full time salaried employees shall receive the following days off without any change in their regular salary, provided the employee is in pay status the full scheduled work day immediately preceding and the full scheduled work day immediately following such holiday, or is absent from work on one or both of those days with the Employer's permission, such permission will not be unreasonably denied:

1. New Year's Day
2. Dr. Martin Luther King Jr.'s Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Casimir Pulaski Day
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Christmas Day

For Tenants L. W.
Since 1/9/23

In addition to the foregoing **thirteen (13) twelve (12)** paid holidays, employees shall receive one (1) personal day, which may be scheduled in accordance with the procedures for vacation selection set forth in Section 7.2 below. An employee shall not be required to schedule said personal day in the vacation selection period. If an employee elects not to schedule said personal day as provided above, the employee may request his/her Department to use said personal day. If an employee is required to work on a scheduled personal day by the Employer, the employee shall be entitled to holiday pay pursuant to Section 6.2.

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Union Proposal #17---withdrawn by union on 11/14/22

Union#17 Section 11.4 Limitation on Use of File Material

It is agreed that any material and/or matter not available for inspection, as provided for in Section 11.3 above, shall not be used in any manner or any forum adverse to the employee's interests. Anonymous materials shall not be placed in an employee's personnel file.

For Teamsters L 200
Sione Mob 3-10-23

TA 2d
1/9/23

Will B. [unclear]
Cecily J. [unclear]
Adrian

Tentative Agreement on Union Proposal #22

ARTICLE 13
DUES DEDUCTION

Section 14.XX D.R.I.V.E.

The Employer agrees to deduct from the pay of those employees who individually request voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from the employee's paycheck on each payday provided that all employees contribute in the same amount. The Employer shall transmit such deductions to DRIVE National Headquarters on a monthly basis along with the name of each employee on whose behalf a deduction is made, the employee's Social Security number and amount deducted from the employee's paycheck.

For Teamsters L200
Science Moh 3-10-23

Ed
1-9-23
Cathy J Chicago
Cathy J Patten
Adams

Tentative Agreement on Union Proposal #28

New Section Employee Orientation

The employer shall provide the Union with advance notice regarding the date, time, and location of new employee orientation. At the start of the meeting, the union shall be given time not to exceed one hour to present the benefits of union membership.

For Teachers L 700
Science Math 3-10-23

CAJ

1/9/23

City of Chicago

County of Cook
Illinois

NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SPCO
AND TEAMSTERS, LOCAL 700
Tentative Agreements

Union #2 Section 4.2 Pay Disputes (New Section) (3-10-23 The Parties Have Reached a Tentative Agreement)

- a. All regular base wages will be paid to employees not later than the next regular pay day following the end of the payroll period in which it is earned. All overtime or premium pay shall be paid to employees not later than the second regular pay day following the end of the payroll period in which it was earned. In the event of an arbitration involving a dispute arising solely under this Section, the losing party will pay the entire amount of the arbitrator's fee.
- b. In the event an employee's paycheck, at the time specified in paragraph (a) above, fails to include all of the regular base, overtime and/or premium pay to which he/she is entitled, the Department will correct that shortage, provided the employee promptly notifies the Department's timekeeper in writing. Any claims by an employee that the employee was not properly paid are subject to Article 12 of this Agreement. In addition, and in order to expedited resolution of any such claims, the employees shall promptly submit all such claims to the Department timekeeper on the "Employee Payroll Inquiry Form" attached to this Agreement as Appendix A. The employee's submission of such a Form shall toll the period for further processing of the grievance filed by the Union with respect to that claim until such time as the Employer has investigated the claim and provided the employee with a final response. If the Department concludes that there is a shortage in the employee's paycheck, and if the amount in question exceeds \$100.00, the Department will submit a supplemental payroll to the Comptroller to cover the shortage, and will issue the employee a check in that amount on the City's next scheduled check/deposit advice delivery date after the timekeeper is notified of the employee's complaint. Shortages less than \$100.00 will be added to the employee's next regular paycheck.
- c. Where a contract grievance or discipline appeal filed under Article 11 of this Agreement is settled, or is resolved by an arbitrator, Department Representative or the Human Resources Board on terms that include a monetary payment, such monetary payment shall be made within six (6) weeks of the time the final determination of the amount owed.

CITYS PROPOSAL Section 4.9— (New Section) (3-10-23 The Parties Have Reached a Tentative Agreement)

- (a) Effective no later than four (4) months after the date of ratification, the payment of wages for employees provided herein is due and payable on the seventh and twenty-second day of each month.
- (b) Within ninety (90) calendar days of ratification of this Agreement, employees shall enroll in direct deposition and register to receive their notification of pay deposit

NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SPCO
AND TEAMSTERS, LOCAL 700
Tentative Agreements

advise electronically through the Employer's program for that purpose (currently known as "GreenSlips") if they have not done so already. Employees will receive their notification of pay and deposit advise electronically through GreenSlips the first pay period after registering for GreenSlips.

CITYS PROPOSAL Section 10.5 Family and Medical Leave (3-10-23 The Parties Have Reached a Tentative Agreement)

Bargaining unit employees who have been employed a minimum of twelve (12) months, and who have worked 1,250 hours in the preceding twelve (12) months, shall be entitled to up to twelve (12) weeks unpaid leave within a twelve (12) month period for any of the following reasons:

1. for the birth of an employee's child and to care for such child;
2. for the placement of a child with the employee for adoption or foster care;
3. to care for the employee's spouse, child, or parent with a serious health condition; and
4. due to a serious health condition affecting the employee.

Notwithstanding the above, leaves taken for the reasons outlined in #1 and #2 above shall be taken consistent with section 10.11 of this CBA, and 10.5 does not provide any additional benefits for said leave other than those set forth in 10.11 below.

All such leaves are subject to the provisions of the Family and Medical Leave Act and the regulations thereunder, as well as the policies of the Employer in effect as of the date of this Agreement.

During any leave taken pursuant to this provision, the employee's health care coverage shall be maintained as if the employee were working, and seniority shall accrue.

CITY PROPOSAL ON Section 10.8 Medical Leave: (5-3-23 The Parties Have Reached a Tentative Agreement)

Non-probationary employees shall be granted medical leaves of absence without pay upon request. Said medical leaves of absence shall be granted in increments of two (2) week a minimum of one (1) for up to three (3) months, provided said leaves shall be renewable for one month like three (3) month periods, for a total medical leave of absence up to one (1) year. The Employer may request satisfactory proof of medical leaves of absence. Employees on medical leaves of absence shall return to work promptly after their doctor releases them to return to work. An employee on a medical leave of absence shall be returned to work upon the expiration of his/her leave, provided the employee has complied with the Employer's procedures which shall be provided the employee prior to the start of said leave. If an employee is granted

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an extension of his/her leave, he/she shall be returned to work upon the expiration of the leave's extension, provided the employee has complied with the Employer's procedures. Leave extensions shall not be granted beyond one (1) year.

Seniority shall accumulate for employees on medical leaves of absence for only up to one (1) year. After one (1) year, an employee on a medical leave of absence shall return to work or be subject to the break-in-service provisions in Section 8.3 retain, but not accumulate seniority

Employees who return from medical leave of absence within one (1) year shall be reinstated to their former job, subject to layoff and recall provisions of this Agreement. If the employee returns to work after more than one (1) year on a medical leave of absence, the employee shall be returned to his/her former job if it is open. If not, the employee will be placed on a list for reinstatement.

Union#20 Section 13.1 No Strike the (3-10-23 *Union withdraws and agrees to KEEP Status Quo*)

UNION PROPOSAL #10 Section 8.1 Continuous Service (3-10-23 *The Parties Have Reached a Tentative Agreement*)

Continuous service means continuous paid employment from the employee's last date of hire, without a break or interruption in such paid employment. In addition, an employee earns continuous service credit even though he or she is not paid for:

- (a) An approved, unpaid leave of absence of thirty (30) days or less, or layoff of for two (2) years if the employee has 5 years of service or more, or layoff for one (1) year if the employee has less than 5 years of service. ~~(40) days or less;~~

UNION PROPOSAL #11 Section 8.2 Interruption in Service (3-10-23 *The Parties Have Reached a Tentative Agreement*)

Employees who work a minimum of eighty (80) hours per month shall be credited with continuous service for the time worked. Continuous service credit will not be earned for absences without leave, absences due to suspension, unpaid leaves of absence for more than thirty (30) day, layoff for the time specified in 8.1 (a) above, layoff forty (40) days, or for any other unpaid leave or other interruption in service not specifically referenced in Section 8.1 above.

NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SPCO
AND TEAMSTERS, LOCAL 700
Tentative Agreements

UNION PROPOSAL #26 Section 16.3 Layoffs and Recall (3-10-23 The Parties Have Reached a Tentative Agreement)

- A. The least senior employees in the affected job classification in the department shall be laid off first, provided they have the ability, qualifications to perform the required work, and the employee's job performance are equal among the other employees in the job in the department and provided further that the layoff does not have a negative effect on the Employer's efforts to ensure equal employment opportunities.
- B. Employees who are laid off shall be placed on recall list for a period of one (1) year if the employee has less than five (5) years of service at the time the layoff began, or two (2) years if the employee has five (5) years of service or more at the time the layoff began. If there is a recall, employees in the affected job classification who are still on the recall list shall be recalled in the reverse order they were laid off, provided the employee has the then present ability to perform the job to the Employer's satisfaction without further training. Employees who are eligible for recall shall be given fourteen (14) calendar days' notice of recall and notice shall be sent to the employee.
- C. Employees shall retain and accumulate seniority and continuous service while on layoff for up to two (2) years, depending on their years of service of 30 days or less, subject to the terms of Article 8 of this Agreement

UNION PROPOSAL #13: Section 8.7 Filling of Permanent Vacancies (3-3-23 the union withdraws)

Science Meles S-3-23
Local 700 Chief Spokes Person Date

Cicely Po 5/30/23
City of Chicago ~~SSSCC Chief Spokes Person~~
Chief Carlos Argueta

Tentative Agreements Reached for Changes in the
Collective Bargaining Agreement
between
the City of Chicago
and
the Teamsters, Local 700, SPCOs

City of Chicago
4-2-20
Chapman
Report

Section 4.8—Acting Up (Union#6)

The Employer may assign employees to perform, and be held accountable for, substantially all of the duties and responsibilities of a higher rated job classification not covered by this Agreement. Such assignments will be equitably rotated among eligible employees assigned to the affected shift, in accordance with the Employer's protocols for such assignments. For purposes of this Section, employees with less than one year of experience as a Supervising Police Communications Operator will not be considered eligible employees. Employees shall have no right to refuse to accept such assignments. For such assignments that continue for more than five (5) hours through an entire shift, the employee will receive four (4) two (2) hours of pay at his or her regular rate of pay, unless the employee elects to be compensated in the form of compensatory time. If the assignment continues for three (3) hours – up to and including five (5) hours, the employee will receive two (2) hours of pay at his or her regular rate of pay, unless the employee elects to be compensated in the form of compensatory time. Notice of said election must be provided by the employee to the Employer's designated representative by no later than the end of the affected shift.

Section 10.1 - Bereavement Pay (Union #14)

~~In the event of a death in an employee's immediate family or domestic partner such employee shall be entitled to a leave of absence up to a maximum of three (3) consecutive days including the day of the funeral. Where death occurs and the funeral is to be held out of Illinois and beyond the states contiguous thereto, the employee shall be entitled to a maximum of five consecutive days. During such leave, an hourly employee shall receive his/her regular straight time pay for such time as he/she is required to be away from work during his/her regularly scheduled hours of work. Salaried employees shall receive the leave of absence without additional compensation.~~

~~The employee's immediate family shall be defined as: mother, father, husband, wife, brother or sister (including step or half), son or daughter (including step or adopted), father-in-law, mother-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparents and grandchildren. Court-appointed legal guardian, and a person for whom the employee is a court-appointed legal guardian. The employer may, at its option, require the employee to submit satisfactory proof of death and/or proof of the relationship of the deceased to the employee. Domestic partners are defined as two persons regardless of their gender, who have a close~~

For the City
C. J. G. P. 1
H. M. 1
4224

~~personal relationship, sharing the same regular and permanent residence for at least six months; are each eighteen years of age or older; not married to anyone; not related by blood closer than would bar marriage in the State of Illinois; and are each other's sole domestic partner, responsible for each other's common welfare and jointly sharing their financial responsibilities. To qualify as a "domestic partner" under this section, the employee must register the domestic partner's name with the City of Chicago.~~

Bereavement leave is available for up to three consecutive work days for a death in the family. The leave must be consecutive workdays; non-contiguous workdays may not be granted. Leave is granted for immediate family members including the following: mother, father, spouse, domestic partner, brother or sister (including blood, step or half), son or daughter (including blood or step or half), father-in-law, mother-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren, court appointed legal guardians and a person for whom the employee is a court appointed legal guardian.

If the deceased resided/passed in a state not contiguous to Illinois or another country and the employee is travelling to the state or country in which the deceased resided/passed, up to five consecutive workdays will be granted for the death in family. The leave must be consecutive workdays; non-contiguous days may not be granted. The following are considered to be states contiguous to Illinois: Kentucky, Wisconsin, Indiana, Iowa, Michigan, and Missouri.

Employees must provide appropriate documentation (e.g. death certificate, letter from the funeral home, funeral pamphlet/service bulletin, obituary, etc.) so as to demonstrate that the leave is within the above stated parameters and that the deceased was an immediate family member. If the employee took more than three days of bereavement leave, they must also submit proof of travel (e.g. flight reservations, hotel reservations, other travel-related receipts, or a self-certification) to the state or country in which the deceased resided/passed. Bereavement leave must be taken within 60 days following the date of death. If an employee fails to provide appropriate documentation, the absence(s) should be considered Absent Unexcused. During bereavement leave, an hourly employee shall receive his/her regular straight time pay for such time as he/she is required to be away from work during his/her regularly scheduled hours of work, provided that the employee submits appropriate documentation. Salaried employees shall receive the leave of absence without additional compensation, provided that appropriate documentation is submitted.

Section 11.1 -Discipline Procedures (Union #15)

e. It is the policy of the Employer that discipline administered by it shall be corrective and progressive where appropriate. Consistent with that policy, the Employer within its discretion may determine whether disciplinary action should be an oral warning, written reprimand, suspension or discharge, depending upon various factors, such as, but not limited to,

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inter
4-2-24

the severity of the offense or the employee's prior record. Such discipline shall be administered as soon as practical after the Employer has had a reasonable opportunity to fully investigate the matter. If the union believes that discipline was not administered in a reasonable time frame based on the facts and circumstances, nothing prevents the union from asserting this argument during the arbitration hearing before the Arbitrator should a disciplinary suspension be issued.

Section 18.3 Disciplinary Action

(d) Notwithstanding anything in this Article to the contrary and until such time as a test is used by the Employer that can reliably determine that an individual is under the influence of cannabis at the time of the test, a positive test for cannabis shall not, on its own establish that an employee was under the influence of cannabis while on duty and on the Employer's premises. The Employer and Union shall continue to meet and discuss, with the goal of reaching agreement, concerning the appropriate discipline for a proven first offense of being under the influence of cannabis while on duty and on the Employer's premises. Until such an agreement is reached, Section 18.3(b) remains applicable.

Section 14.1 Dues Authorization (counter to Union #21)

- (a) The Employer, upon receipt of a validly executed written authorization card, or at the written direction of the Union, shall deduct Union dues and initiation fees from the payroll checks of all employees so authorizing the deduction in an amount certified by the Union, and shall remit such deductions on a monthly basis to the Union. Authorization for such deduction shall be revocable under the terms of such written authorization. The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands, suits or other forms of liability, including damages, attorney fees and court and other costs, that shall arise out of, or by reason of action taken or not taken by the Employer for the purpose of complying in good faith with all sections and subsections of this Article, or in reliance on any list, notice, certification or assignment furnished under any of such provisions or in reliance upon employee payroll deduction authorization cards submitted by the Union to the Employer. The Employer shall notify the Union within ten (10) days of any claim, demand or suit against it covered under this Section, and the Union shall provide the Employer's defense. The Employer shall not settle any such claim without the Union's prior written consent. The Employer shall reimburse the Union for failure to deduct and/or transmit dues that should have been deducted, provided that the Union shall have first notified the Employer's Director of Labor Relations of such failure, and

- (b) The Employer shall provide to the Union each month the name, address, classification, rate of salary and starting date of the employees in the bargaining unit.

Section 4.1. Wages (Union #31)

(A) Effective on the following dates, the City will implement the following rates for all 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%

Agreement effective through June 30, 2027

*In each of the three years 2024, 2025 and 2026, the percentage increase varies between 3.00% and 5.00%, depending upon the U.S. City Average CPI-U. If the CPI-U is 5.00% or more, then the percentage increase shall be 5.00%. If the CPI-U is between 3.00% and 5.00%, the percentage increase shall be equal to the CPI-U, rounded to the nearest tenth of one percent. The U.S. City Average June CPI-U released in July of the preceding year will be used to determine the percentage increases in the three years 2024, 2025 and 2026.

Salary Schedule: The salary schedule (Schedule SP) for bargaining unit employees employed in the Supervising Police Communications Operator covered by the Agreement is attached as Exhibit A. SPCOs will be placed on the attached salary schedule at the step based on the years of service as a SPCO, and where applicable, will move to the next step based on satisfactory years of service. For example, an SPCO with 10 years of service as an SPCO will be placed at Step 4 of the attached schedule. Movement along the schedule will be consistent City practices.

The union agrees to withdraw the following proposals and agrees to keep Status Quo.

Union #3 (Section 4.4-Reporting pay).

Union #4 (Section 4.5--Call-in).

Union #5 (Section 4.6--Work outside of scheduled work week).

Union #8 (Section 6.1--mental health days).

Union #9 (Section 7.1--increased vacation days).

Union #16 (File Inspection).

Union #19 (Section 12.2 Grievance Procedure)

Union #24 (Section 15.3--Traditional Work).

Union #25 (Section 15.10--Safety), and

Union #29 (Section 17.9--Activity Report).

For the Union
Steven Miller 3-28-24

For the
City
4.2.24
C. J. P. P.

Proposal B - Schedule SP (30 Days After Ratification with 2024 3% COLA)

Base Salary Plan		Intermediate Rates			Longevity Rates		
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Years in Title	Break In - First 12 Months as SPCO	One (1) to Three (3) Years as SPCO	Four (4) to Seven (7) Years as SPCO	Eight (8) to Thirteen (13) Years as SPCO	Fourteen (14) to Seventeen (17) Years as SPCO	Eighteen (18) to Twenty-Two (22) Years as SPCO	Twenty-Three (23) Years and Thereafter as SPCO
Annual	\$118,020	\$119,976	\$120,600	\$121,488	\$122,400	\$123,288	\$123,888
Monthly	\$9,835	\$9,998	\$10,050	\$10,124	\$10,200	\$10,274	\$10,324
Pay Period	\$4,918	\$4,999	\$5,025	\$5,062	\$5,100	\$5,137	\$5,162

Proposal B - Schedule SP (With 2025 Negotiated COLA 3%)

Base Salary Plan		Intermediate Rates			Longevity Rates		
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Years in Title	Break In - First 12 Months as SPCO	One (1) to Three (3) Years as SPCO	Four (4) to Seven (7) Years as SPCO	Eight (8) to Thirteen (13) Years as SPCO	Fourteen (14) to Seventeen (17) Years as SPCO	Eighteen (18) to Twenty-Two (22) Years as SPCO	Twenty-Three (23) Years and Thereafter as SPCO
Annual	\$121,584	\$123,576	\$124,224	\$125,136	\$126,072	\$127,008	\$127,608
Monthly	\$10,132	\$10,298	\$10,352	\$10,428	\$10,506	\$10,584	\$10,634
Pay Period	\$5,066	\$5,149	\$5,176	\$5,214	\$5,253	\$5,292	\$5,317

Proposal B - Schedule SP (With 2026 Negotiated COLA 13%)

Base Salary Plan		Intermediate Rates			Longevity Rates		
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Years in Title	Break In - First 12 Months as SPCO	One (1) to Three (3) Years as SPCO	Four (4) to Seven (7) Years as SPCO	Eight (8) to Thirteen (13) Years as SPCO	Fourteen (14) to Seventeen (17) Years as SPCO	Eighteen (18) to Twenty-Two (22) Years as SPCO	Twenty-Three (23) Years and Thereafter as SPCO
Annual	\$125,208	\$127,296	\$127,968	\$128,904	\$129,864	\$130,824	\$131,448
Monthly	\$10,434	\$10,608	\$10,664	\$10,742	\$10,822	\$10,902	\$10,954
Pay Period	\$5,217	\$5,304	\$5,332	\$5,371	\$5,411	\$5,451	\$5,477

Proposal B - Schedule SP (With 2027 Negotiated COLA 13.25%)

Base Salary Plan		Intermediate Rates			Longevity Rates		
Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Years in Title	Break In - First 12 Months as SPCO	One (1) to Three (3) Years as SPCO	Four (4) to Seven (7) Years as SPCO	Eight (8) to Thirteen (13) Years as SPCO	Fourteen (14) to Seventeen (17) Years as SPCO	Eighteen (18) to Twenty-Two (22) Years as SPCO	Twenty-Three (23) Years and Thereafter as SPCO
Annual	\$129,288	\$131,448	\$132,144	\$133,104	\$134,088	\$135,096	\$135,720
Monthly	\$10,774	\$10,954	\$11,012	\$11,092	\$11,174	\$11,258	\$11,310
Pay Period	\$5,387	\$5,477	\$5,506	\$5,546	\$5,587	\$5,629	\$5,655

7/1/24
Cody G. Hays 2/12/24
Cody G. Hays
Cody G. Hays

For the Union
Cody G. Hays 2-11-24

* This schedule assumes a 3% increase in 2025 & 2026 consistent with the language in section 4.1 (A). The percentage increase varies between 3.0-5.0% depending on the US City Average CPI-U. If the CPI-U is 5% or more, then the percentage increase shall be equal to the CPI-U rounded to the nearest integer.

nearest tenth of one percent The U.S. City Average June
CPI-U released in July of the preceding year shall will
be used to determine the percentage increase in 2024.
2025. & 2024

Exhibit A Cont

For the Union
S. M. 3-28-24

Exhibit B.

	Annual	Monthly	Pay-Period
Current Rate:	\$109,872.00	\$9,156.00	\$4,578.00
7/1/22 Retro:	\$113,184.00	\$9,432.00	\$4,716.00
1/1/23 Retro:	\$116,568.00	\$9,714.00	\$4,857.00
1/1/24 COLA:	\$120,072.00	\$10,006.00	\$5,003.00

For the Union
 Susan Miller 3-28-24

Call Zschaler
 4-2-24
 Call Zschaler
 4-2-24
 Call Zschaler
 4-2-24

Tentative Agreements Reached for Changes in the
Collective Bargaining Agreement
between
the City of Chicago
and
the Teamsters, Local 700 (SPCOs)
June 6, 2023

For the Union
Giovanna M. M... 6-5-23

6/6/23
Gregory...
negotiated...

COUNTER TO UNION PROPOSAL #12

Section 8.3 Break in Service

Notwithstanding the provisions of any ordinance or rule to the contrary, seniority or continuous service of an employee is broken, the employment relationship is terminated, and the employee shall have no right to be rehired, if the employee:

- a. quits or resign
- b. is discharged for cause;
- c. retires;
- d. is absent for five (5) consecutive work days without notifying the employee's authorized Employer representative, unless circumstances preclude the employee, or someone in the employee's behalf, from giving such notice;
- e. does not actively work for the Employer for 12 months for any reason except military service, approved Union or medical leave of absence, or duty disability leave;
- f. is on an approved leave of absence and does not comply with the leave of absence provisions, or does not return from a medical leave of absence within one (1) year of the leave being granted.
- g. is on layoff for more than twelve (12) consecutive months where the employee has less than five (5) years of service at the time the layoff began;
- h. is on layoff for more than two (2) years if the employee has five (5) years of service or more at the time the layoff began

For the Union
Sincerely, Mark 6-5-23

7426
53023
J. Portner
dy. [unclear]
Chief Labor Negotiator

COUNTER PROPOSAL TO UNION PROPOSAL #27:

Section 17.3--Stewards.

Upon request of the Union, the Employer shall allow up to two (2) stewards to request time off without pay to attend training sessions sponsored by the Union, and such requests shall be granted subject to the Employer's operational needs. Each steward will be allowed to take up to forty (40) hours per calendar year to attend such trainings. Nothing prevents a union steward from using their applicable accumulated time to cover such absences if the request for time off is granted.

for the Union
Giacca M. 6-5-23

T.A. 10
5-30-23
J. P. 10-10-23
C. J. 10-10-23
M. 10-10-23

**Tentative Agreements Reached for Changes in the
Collective Bargaining Agreement
between
the City of Chicago
and
the Teamsters, Local 700, SPCOs**

Union #23 NEW Section Electronic Authorization

Consistent with Section 6(f) of the Illinois Public Labor Relations Act, the Employer shall accept and honor verifications of membership and authorizations for payroll deductions of Union dues and initiation fees evidenced by electronic communications as provided in state and federal law.

For the Union
Science Major 3-28-24

4.2 28 mg/kg
Caly D. chrysalis
Nephthys

Section 20.1 Term of Agreement (counter to Union #30)

The terms of this Agreement shall be subject to ratification by the City Council of the City of Chicago and concurrent adoption in ordinance form. The Employer and the Union will cooperate to secure this legislative approval.

This Agreement shall be effective from the date upon which it is ratified by the City Council of the City of Chicago, and shall remain in effect through 11:59 p.m. on June 30, ~~2027~~ ~~2022~~, subject to the terms of Sections 19.2 of this Article. Thereafter, it shall automatically renew itself from year to year unless at least sixty (60) days and not more than ninety (90) days prior to the termination date or anniversary thereof, either party gives written notice to the other by Certified Mail, return receipt requested, and/or electronic mail, to an email address agreed upon by parties should electronic mail be used. of a desire to amend, add to, subtract from, or terminate this Agreement. In the event such notice of a desire to amend, add to, or subtract from the terms of this Agreement is given, the parties shall, within a reasonable time, thereafter, enter into negotiations concerning the request. It is further agreed that in the event the City of Chicago agrees to or authorizes additional vacation, holidays or other paid time off, or voluntary unpaid time off with any other bargaining unit (excluding police and/or fire) during the term of this Agreement, such additional time off shall be granted to all employees covered by this Agreement.

T. Mad
of Chicago
2/22/24
A. J. Porter
Chief Labor Negotiator

For the Union
Simon M. 2-29-24

Section 9.8 Deferred Compensation:

ion # 33)

In addition to the above, effective January 1, 2023, the Employer will continue to make contributions, on a dollar-for-dollar basis, under a 401(a) Plan (or any similar successor plan agreed to by the parties) up to the maximum of \$500 per year, based on amounts deferred by each employee to that employee's 457 Plan. Such contributory obligation shall increase as set forth below:

Effective January 1, 2024, the Employer will contribute \$1.50 for each dollar contributed by each employee under a 401(a) Plan (or any similar successor plan agreed to by the Union) up to a maximum of \$750 per year based on amounts deferred by each employee to the employee's 457 plan. The Employer will continue to make said contributions through in 2025 and 2026.

Effective January 1, 2027, the Employer will contribute \$1.75 for each dollar contributed by each employee under a 401(a) Plan (or any similar successor plan agreed to by the Union) up to a maximum of \$875 per year based on amounts deferred by each employee to the employee's 457 plan.

7Aced
Cathy J. Clancy
2/22/24
Cathy J. Porter
Chief Labor Representative

For the Union
Diana M. 2-29-24

Section 4.9—COVID-19 Pandemic Pay (Union #34)

In recognition of employees' service during the continuing COVID-19 pandemic, all employees who were on the payroll, on approved leave, on layoff with recall rights, at any time between July 1, 2022, and December 31, 2023 the date of final ratification of this Agreement, and specifically including former employees who retired or were otherwise separated from service on or after July 1, 2022, shall receive (1) a one-time, lump sum bonus of \$1,000.00 on January 1, 2024 and (2) a one-time, lump sum bonus of \$2,000.00 on January 1, 2025.

T.A.J.

City of Chicago

2/22/24

City of Chicago Police

Union of Laborers

For the Union
Signed on 2-29-24

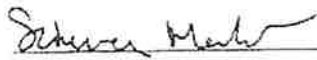
NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SPCO
AND TEAMSTERS, LOCAL 700
Tentative Agreements

Section 10.11 – Paid Parental Leave (New Section) (11-14-22 The Parties Have Reached a Tentative Agreement!)

An employee wishing to take paid parental leave must apply and be eligible for Family Medical Leave Act (FMLA) leave. An employee is eligible for FMLA leave if they have been employed by the City for at least 12 months before taking the leave and has worked at least 1250 hours during the 12-month period immediately prior to the leave. Effective January 1, 2023, eligible employees may be granted the following paid parental leaves, in conjunction with and as part of an approved FMLA leave:

- Up to twelve (12) work weeks of paid parental leave for either the birth of the employee's biological child or children, (including the employee's biological children born using gestational surrogacy), or for the adoption or foster of a child or children by the employee. Any paid parental leave is to be taken within the first year following either the child or children's date of birth, or the initial date of placement in the employee's home in the case of adoption or foster care. Paid parental leave may only be taken once per birth or placement event and must be used before a biological child turns one (1) year old or prior to the one (1) year anniversary of initial placement in the case of adoption or foster care. Any unused paid parental leave will be forfeited at the end of such a rolling year period.
- Up to eight (8) work weeks of paid leave for employees who are acting as gestational surrogates for their own recovery for routine childbirth. If postpartum complications arise that require additional leave, the employee may receive a maximum of twelve (12) work weeks of paid leave, provided that sufficient medical certification is provided to the employee's department. Such paid leave may only be taken once per birth event and must be taken within one (1) year following the event. Any unused paid leave will be forfeited at the end of such a rolling year period.

Procedures for requesting and returning from paid parental leave, including complying with the leave process, are governed by the City's Paid Parental Leave Policy. Notwithstanding any other provision of this Agreement, paid parental leave shall be granted as part of an approved FMLA leave.

 12-11-22
Science Meles Date
Local 700 Chief Spokes Person

Cicely Porte Date
City of Chicago SSSCC Chief Spokes Person

**Side Letter
Regarding the SPCO Overtime Selection Process**

The parties agree to continue their discussions regarding the overtime selection procedure for the SPCOs outside of the collective bargaining process. The parties agree that such discussions will begin immediately, but no later than thirty (30) days after the ratification of the 2022–2027 Collective Bargaining Agreement. Once the parties have reached an agreement on this issue, that agreement will be reduced to writing and incorporated into the collective bargaining agreement. If the parties have not reached an agreement on such strategies within ninety (90) days from the date discussions began, either party may invoke mediation through the use of the Federal Mediation and Conciliation Services

For Teamsters Local 700:

For the City of Chicago:

B. Scime Miller

Date 5-6-24

Date: