

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 May 13, 2025, between the City of Chicago and the International Brotherhood of Teamsters, Local 700 (Shift Supervisors of Security Communications Center (SSSCCs) and Airport Operations Center Coordinators (AOCCs)). The Mayor is authorized to execute this agreement.

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

May 13, 2025

Term Sheet for the Collective Bargaining Agreement between the International Brotherhood of Teamsters, Local 700 (Shift Supervisors of Security Communications Center (SSSCCs) and Airport Operations Center Coordinators (AOCCs) 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% (for SSSCCs only)
Effective 1/1/23	3.0% (for SSSCCs only)
*Effective 1/1/24	3.0% - 5.0% (for SSSCCs only)
*Effective 1/1/25	3.0% - 5.0% (for SSSCCs and AOCCs)
*Effective 1/1/26	3.0% - 5.0% (for SSSCCs and AOCCs)
Effective 1/1/27	3.25% (for SSSCCs and AOCCs)

*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:** Beginning 30 days after ratification, adjustments made to the salary schedule to achieve parity over the life of the agreement with same-graded titles.

4. **Other Terms:** Set forth in the attached tentative agreements and includes:

- **Recognition:** Added Airport Operations Center Coordinators to the bargaining unit
- **Vacations:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **Grievance Procedure:** Modified the grievance procedure to allow for more meetings
- **Use of File Material:** Allowed discipline to be used for 18 months, and disallowed placing anonymous materials in employee's personnel file.
- **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 dues deduction, and allowed for new employee and union steward training.
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Payments of Wages/Settlements/Judgements:** Provided a time frame by which monetary payments, including base wages, overtime, settlements/judgments will be paid, as well as a process to address pay discrepancies.
- **Recall Rights:** Extended recall rights for laid off employees and adjusted continuous service language to match the time frame for recall rights.
- **Disciplinary Action:** Reached agreement on disciplinary action for cannabis testing.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is made and entered into this 1 day of May 2025, 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, 2022, 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.

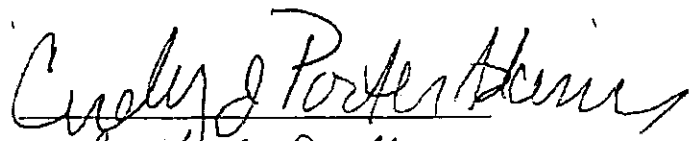
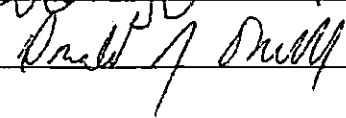
4. No terms of the Agreement shall be retroactive, except only to the extent expressly provided in the Agreement.

AGREED:

FOR INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL 700 (representing the
SSSCCs and AOCCs)



FOR THE CITY OF CHICAGO

**Tentative Agreements
between
the City of Chicago
and
the Teamsters, Local 700 (SSSCCs and AOCCs)
reflecting changes for the 2022-2027 CBA**

Section 4.1. Wages

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

Effective 7/1/22	3.0% (SSSCCs (Title Code (TC) 7002) only; AOCCs (Title Code (TC) 8631) received a 3% increase on 8/1/22 <i>See Attachment 1 for AOCCs and Attachment 2 for SSSCCs</i>
Effective 1/1/23	3.0% (SSSCCs (TC 7002) only; AOCCs (TC 8631) received a 3% increase on 8/1/23) <i>See Attachment 3 for AOCCs and Attachment 4 for SSSCCs</i>
Effective 1/1/24	3.0% - 5.0%* (SSSCCs (TC 7002) only; AOCCs (TC 8631) received a 3% increase on 1/1/24) <i>See Attachment 5 for AOCCs and Attachment 6 for SSSCCs</i>
Effective 1/1/25	3.0% - 5.0%* (SSSCCs and AOCCs) <i>See Attachment 7a</i>
Effective 1/1/26	3.0% - 5.0%* (SSSCCs and AOCCs) <i>See Attachment 8</i>
Effective 1/1/27	3.25% (SSSCCs and AOCCs) <i>See Attachment 9</i>

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.**

(B) Salary Schedule: The salary schedule (Schedule O) for bargaining unit employees employed in the Shift Supervisors of Security Communications Center (SSSCC) title (TC 7002) and the Airport Operations Center Coordinators (AOCC) title (TC 8631) covered by this agreement shall be adjusted as follows:

- (1) Effective on 1/1/25:** Add Grade 14 to the O schedule. This will be the Grade for the AOCCs (TC 8631). The annual base salary for Grade 14 for 2025 will be 3 % higher than the AOCCs' December 2024 annual base salary. *See Attachment 7a.*
- (2) Effective thirty days after ratification:** For Steps 8 and 9 on the O schedule, reduce the continuous service requirements from 14 and 17 years to 13 and 16 years, respectively. *See Attachment 7b*
- (3) Effective thirty days after ratification:** For Steps 6 – 12 on the O Schedule, reduce the continuous service requirements by one year (for Steps 8 and 9, this means that the continuous service requirements will move from 13 and 16 years to 12 and 15 years, respectively). *See Attachment 7b*
- (4) Effective thirty days after ratification:** For Step 1 on the O Schedule, reduce the continuous service requirements from one (1) year to six (6) months. *See Attachment 7b*
- (5) Effective 1/1/26.** Add a new Step 13 to the O schedule after twenty-six (26) years of continuous service at an amount that is 3.25% higher than the salary for Step 12. *See Attachment 8*
- (6) For the SSSCC (TC 7002) title only:** Effective thirty (30) days after ratification, the salary schedule for Steps 5-12 will be adjusted as set forth in *Attachment 7b*. In addition to what is described above in Sections 4.1B(2), (3), and (4) above, the salary schedule in *Attachment 7b* has been calculated in the following manner:
 - (a)** Applying the percentage increases as described in Section 4.1 (a) above for the years 7/1/22, 1/1/23, 1/1/24, and 1/1/25 to the Grade 15 salaries on the I Schedule which were effective 1/1/22;
 - (b)** For steps 4-12, taking the difference between Grade 15 on the O Schedule after the percentage increases have been applied for 7/1/22, 1/1/23, 1/1/24, and 1/1/25, and Grade 15 on the I Schedule as described in Section 4.1(B)(6)(a) above at each of those steps, and dividing that difference in half; and
 - (c)** Adding the amount in Section 4.1(B)(6)(b) above to the Steps 5-12 salaries set forth on the 1/1/25 O Schedule.

(7) For the SSSCC (TC 7002) title only: Effective 1/1/26, the salary schedule for Steps 5-12 will be adjusted as set forth in *Attachment 8*. In addition to what is described in Section 4.1(B)(5) above, the salary schedule in *Attachment 8* has been calculated in the following manner:

(a) Applying the same percentage increases as described in Section 4.1(A) above for the years 7/1/22, 1/1/23, 1/1/24, 1/1/25, and 1/1/26 to the Grade 15 salaries on the I schedule which were effective 1/1/22;

(b) For steps 5-12 on the O schedule, the salaries will be the same as those calculated in Section 4.1(B)(7)(a) above. For step 13, the salary is 3.25% higher than the Step 12 salary on *Attachment 8* as described in Section 4.1(B)(5) above.

(8) For the AOCC (TC 8631) title only: Effective 30 days after ratification, Grade 14 of the O salary schedule will be adjusted so that the salaries at Grade 14 of the O salary schedule will be 12.5% less than the salaries at Grade 15 of the then-current O salary schedule. *See Attachment 7b*

(9) For the AOCC (TC 8631) title only: Effective 1/1/26, Grade 14 of the O salary schedule will be adjusted so that the salaries at Grade 14 of the O salary schedule will be 12.5% less than the salaries at Grade 15 of the then-current O salary schedule. *See Attachment 8*

(10) For the AOCC (TC 8631) title only: Effective 1/1/27, Grade 14 of the O salary schedule will be adjusted so that the salaries at Grade 14 of the O salary schedule will be 12.5% less than the salaries at Grade 15 of the then-current O salary schedule. *See Attachment 9*

(C) Should the ACO Trainer (TC 7009) receive wage percentage increases effective 7/1/22, 1/1/23, 1/1/24, 1/1/25, 1/1/26 or 1/1/27 that exceed the wage percentage increases set forth in Section 4.1(A) above for the SSSCCs (TC 7002), then the schedules attached as 8 and 9 will be adjusted to reflect the difference between the percentage increases that the SSSCCs (TC 7002) received in the applicable year and the percentage increases that the ACO Trainer (TC 7009) received in the same applicable year.

With respect to the schedule attached as 7b, should the ACO Trainer (TC 7009) receive wage percentage increases effective 7/1/22, 1/1/23, 1/1/24, or 1/1/25 that exceed the wage percentage increases set forth in Section 4.1(A) above for the SSSCCs (TC 7002), then the scheduled attached as 7b will be adjusted consistent with

what is described in Section 4.1(B)(6) above, except that the ACO Trainer (TC 7009) wage percentage increase will be used for purposes of calculations instead of the percentage increases set forth in Section 4.1(A) above for 7/1/22, 1/1/23, 1/1/24, and 1/1/25.

Additionally, for the schedules attached as 7b, 8, and 9, the salaries for the AOCCs (TC 8631) will be adjusted for the same applicable years so that the AOCCs' salaries will be 12.5% below the SSSCCs' salaries in each of the years set forth in attachments 7b, 8, and 9, should the ACO Trainer (TC 7009) receive wage percentage increase effective 7/1/22, 1/1/23, 1/1/24, 1/1/25, 1/1/26 or 1/1/27 that exceed the wage percentage increases set forth in 4.1(A) above for the SSSCCs (TC 7002).

Section 6.2 Vacation Selection (counter to Union #5)

Vacation shall be selected by seniority provided that that the Employer shall have the right to determine the number of employees who can be on vacation at any one time which will not hinder the operation of the Employer. Prior to determining which vacation requests will be granted, the Employer will take staffing levels into consideration. Vacations may, at the Employer's request, subject to the operational and scheduling requirements of the Department, be split into two relatively equal segments, each segment consisting of at least five days. Such requests shall not be unreasonably denied. Vacation selection shall be completed by December 15 of each year. However, an employee may retain up to five (5) vacation days **for an employee with less than ten (10) or more years of service, and up to seven (7) vacation days for an employee with ten (10) or more years of service,** that may be requested during the vacation year (after December 15) and which shall be approved on a first-come, first served basis, subject to the operational and scheduling requirements of the Department. An employee will not be denied a vacation request based solely on Shift Supervisor staffing; provided, however, that such a request may be denied in the event that there is not at least one Shift Supervisor or employee who is eligible and available to act as a Shift Supervisor assigned to that watch and available for duty for the vacation segment in question.

Section 7.5 Probationary Employment (counter to Union #9)

New employees will be regarded as probationary employees for the first twelve (12) months of their employment and will receive no seniority or continuous service credit during such probationary period, **except that employees who were hired in the AOCC title (Title Code 8631) prior to ratification of this Agreement will be regarded as probationary employees for the first six (6) months of their employment.** Any period of absence from work in excess of ten (10) working days, or the first sixty (60) days of any time spent in required training courses, shall extend the probationary period of time equal to the absence or the first sixty (60) days of the training period. Probationary employees continuing in the service of the Employer after twelve (12) months shall be career service employees and shall have their seniority made retroactive to the date of their original hiring, **except that employees who were hired in the AOCC title (Title Code 8631) prior to ratification of this Agreement will be career service employees after six (6) months of their employment.** Probationary employees may be disciplined or discharged as exclusively determined by the Employer and such Employer action shall not be subject to the grievance procedure, provided that, if the Employer, within its discretion, rehires a former employee who did not complete his/her probationary period within one year from the employee's termination, and said former employee had served ninety (90) days or more of his/her probationary period, all time previously served in the probationary period shall be counted for purposes of determining when the said employee completes his/her probationary period. A probationary employee who has served ninety (90) days or more of his/her probationary period and who is laid off shall be given preference over other applicants for employment in the same job title in the department from which he/she was laid off, so long as he/she does not refuse an offer of employment, and does not suffer a break in service under Section 8.3 of this Agreement.

Probationary employees shall not be eligible for dental or vision insurance but shall receive all other benefits under this Agreement; provided, however, that probationary employees who already receive dental and/or vision insurance at the time they become probationary employees will retain those benefits during the probationary period. Probationary employees shall be compensated at the same rate as career service employees.

Section 10.1 –Discipline Procedures (counter to Union #12--changes from City's prior proposal are double underlined, in bold, and shaded in grey):.

c. 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 in 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, 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 17.3 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 agreement is reached, Section 17.3(b) remains applicable.

Section 11.2 Grievance Procedure (counter to Union #16 which was previously tendered on 10.5.22)

a. **Informal Resolution:** Before a formal grievance is initiated, the employee may discuss the matter with his/her immediate supervisor. If the problem is not resolved in this discussion, the following procedure shall be used to adjust the grievance:

b. **Step I - Immediate Supervisor**

- A. The Union shall put the grievance in writing on the form to be supplied by the Employer upon request, but in the absence of such a form, the Union may submit the grievance in letter form, within twelve (12) working days of the earlier of either the affected employee or the Union having knowledge of the event which gives rise to the grievance. The Union will indicate what Section and part of the Agreement the Employer is alleged to have violated, a full description of the facts underlying the grievance, and the requested remedy, and submit the grievance to the employee's immediate supervisor. **If two or more employees have the same grievance, nothing precludes the Union from filing a joint grievance and processing the grievances as one grievance.**
- B. Within five (5) working days of the written grievance, the immediate supervisor will notify the Union in writing of the decision.

c. **Step II**

- A. If the grievance is not settled at Step I, the Union shall have the right to make an appeal in writing to the Department Head or the Department Head's designee within seven (7) working days after the date of receipt of the decision by the immediate supervisor, or the date it was due under Step I. The name of the Department Head designee shall be provided to the Union.
- B. The Department Head or the Department Head's designee shall meet with the Union's representative at least once each month to discuss all pending grievances that have been advanced to Step II. **Nothing herein prevents the parties from mutually agreeing to meet more or less frequently.** The purpose of the Step II meeting will be for the Department and the Union to share relevant information and discuss their respective positions and attempt to amicably resolve as many grievances as possible. The Department Head or the Department Head's designee shall have the requisite authority to resolve grievances during the Step II meeting. No grievances will be discussed at more than one Step II meeting, unless the City and the Union mutually agree that further meeting and discussion would be beneficial. Nothing in this paragraph shall be construed to relieve the City and the Union from their obligations to otherwise process and respond to grievances in accordance with this Article.
- C. The Department Head or the Department Head's designee will notify the Union in writing of his/her decision within seven (7) working days of the completion of the Step II meeting. The response to the grievance shall state the Department's position with respect

to the grievance together with a brief statement of the facts and reason(s) supporting that position.

Section 13.1 Dues Deduction (City's counter to Union #18--changes from City's prior proposal are from prior proposal are double underlined in bold and shaded in grey)

- a. Any employee covered by this Agreement who is a member of the Union on the effective date of this Agreement shall, as a condition of continuing employment, remain a member of the Union and shall tender to the Union those dues and fees uniformly required of Union members in good standing, for the life of this Agreement.

- b. 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 irrevocable unless, revoked by written notice to the Employer and the Union during the fifteen (15) day period prior to the expiration of this Agreement.

The Union shall indemnify, defend and hold the Employer harmless for any damages and reasonable costs incurred for any claims, against any and all claims, demands, suits or other forms of liability, including damages, attorney's 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 the Employer has failed to correct the problem within thirty (30) days of such notice. Nothing herein prevents the Employer from collecting the reimbursed amount from the employee if reimbursement has to be made to the Union.

- c. 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 20.1 Term of Agreement (counter to Union #26)

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.

All other proposals not part of this package, except those already TA'ed, are rejected and deemed withdrawn, which includes

- Union #4 (Section 4.2—Work Outside of Scheduled Workweek)
- Union #5 (Section 8.1—Full Time Salaried Employees—mental health days)
- Union #11 (Section 9.1—Bereavement Pay),
- Union #13 (Section 10.3—File Inspection)
- Union #20 (Section 14.8—Safety)
- Union # 21 (Section 14.10—Acting Up)
- Union #22 (Section 14.10—new section on training)

Agreed:

For the City

Cicely J. Porter-Adams

Cicely J. Porter-Adams

Date

Chief Labor Negotiator

For the Union

Science Meles
4/8/25

Science Meles

Date

Local 700 Chief Spokesperson

ATTACHMENT
1

BX: SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES
 Effective Date 8/1/2022

BASE SALARY PLAN					INTERMEDIATE RATES					LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
Grade	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
1	Annual \$21,912 Monthly \$1,826.00	\$23,016 \$1,918.00	\$24,060 \$2,005.00	\$25,212 \$2,101.00	\$26,412 \$2,201.00	\$27,960 \$2,330.00	\$29,280 \$2,440.00	\$30,672 \$2,556.00	\$32,136 \$2,678.00	\$33,636 \$2,803.00	\$35,244 \$2,937.00	\$36,924 \$3,077.00	
2	Annual \$23,016 Monthly \$1,918.00	\$24,060 \$2,005.00	\$25,212 \$2,101.00	\$26,412 \$2,201.00	\$27,660 \$2,305.00	\$29,280 \$2,440.00	\$30,672 \$2,556.00	\$32,136 \$2,678.00	\$33,636 \$2,803.00	\$35,244 \$2,937.00	\$36,924 \$3,077.00	\$38,664 \$3,222.00	
3	Annual \$24,060 Monthly \$2,005.00	\$25,212 \$2,101.00	\$26,412 \$2,201.00	\$27,660 \$2,305.00	\$28,956 \$2,413.00	\$30,672 \$2,556.00	\$32,136 \$2,678.00	\$33,636 \$2,803.00	\$35,244 \$2,937.00	\$36,924 \$3,077.00	\$38,664 \$3,222.00	\$40,476 \$3,373.00	
4	Annual \$25,212 Monthly \$2,101.00	\$26,412 \$2,201.00	\$27,660 \$2,305.00	\$28,956 \$2,413.00	\$30,360 \$2,530.00	\$31,800 \$2,650.00	\$33,624 \$2,803.00	\$35,244 \$2,937.00	\$36,924 \$3,077.00	\$38,664 \$3,222.00	\$40,476 \$3,373.00	\$42,444 \$3,537.00	
5	Annual \$26,412 Monthly \$2,201.00	\$27,660 \$2,305.00	\$28,956 \$2,413.00	\$30,360 \$2,530.00	\$31,800 \$2,650.00	\$33,300 \$2,775.00	\$34,924 \$2,937.00	\$36,664 \$3,077.00	\$38,424 \$3,222.00	\$40,258 \$3,373.00	\$42,156 \$3,537.00	\$44,124 \$3,702.00	
6	Annual \$27,660 Monthly \$2,305.00	\$28,956 \$2,413.00	\$30,360 \$2,530.00	\$31,800 \$2,650.00	\$33,300 \$2,775.00	\$34,800 \$2,900.00	\$36,552 \$3,077.00	\$38,424 \$3,222.00	\$40,356 \$3,400.00	\$42,348 \$3,664.00	\$44,400 \$3,928.00	\$46,500 \$4,258.00	
7	Annual \$28,956 Monthly \$2,413.00	\$30,360 \$2,530.00	\$31,800 \$2,650.00	\$33,300 \$2,775.00	\$34,800 \$2,900.00	\$36,300 \$3,025.00	\$37,924 \$3,150.00	\$39,664 \$3,275.00	\$41,424 \$3,400.00	\$43,296 \$3,525.00	\$45,180 \$3,750.00	\$47,088 \$3,996.00	
8	Annual \$30,360 Monthly \$2,530.00	\$31,800 \$2,650.00	\$33,300 \$2,775.00	\$34,800 \$2,900.00	\$36,300 \$3,025.00	\$37,800 \$3,150.00	\$39,424 \$3,275.00	\$41,164 \$3,400.00	\$42,924 \$3,525.00	\$44,700 \$3,650.00	\$46,492 \$3,800.00	\$48,300 \$4,025.00	
9	Annual \$31,800 Monthly \$2,650.00	\$33,300 \$2,775.00	\$34,800 \$2,900.00	\$36,300 \$3,025.00	\$37,800 \$3,150.00	\$39,300 \$3,275.00	\$40,924 \$3,400.00	\$42,664 \$3,525.00	\$44,424 \$3,650.00	\$46,192 \$3,800.00	\$47,976 \$3,996.00	\$49,780 \$4,200.00	
10	Annual \$33,300 Monthly \$2,775.00	\$34,800 \$2,900.00	\$36,300 \$3,025.00	\$37,800 \$3,150.00	\$39,300 \$3,275.00	\$40,800 \$3,400.00	\$42,424 \$3,525.00	\$44,164 \$3,650.00	\$45,924 \$3,800.00	\$47,692 \$3,996.00	\$49,476 \$4,200.00	\$51,280 \$4,425.00	
11	Annual \$34,800 Monthly \$2,900.00	\$36,300 \$3,025.00	\$37,800 \$3,150.00	\$39,300 \$3,275.00	\$40,800 \$3,400.00	\$42,300 \$3,525.00	\$43,924 \$3,650.00	\$45,664 \$3,800.00	\$47,424 \$3,996.00	\$49,192 \$4,200.00	\$50,976 \$4,425.00	\$52,780 \$4,650.00	
12	Annual \$36,300 Monthly \$3,025.00	\$37,800 \$3,150.00	\$39,300 \$3,275.00	\$40,800 \$3,400.00	\$42,300 \$3,525.00	\$43,800 \$3,650.00	\$45,424 \$3,800.00	\$47,164 \$3,996.00	\$48,924 \$4,200.00	\$50,692 \$4,425.00	\$52,476 \$4,650.00	\$54,280 \$4,925.00	
13	Annual \$37,800 Monthly \$3,150.00	\$39,300 \$3,275.00	\$40,800 \$3,400.00	\$42,300 \$3,525.00	\$43,800 \$3,650.00	\$45,300 \$3,800.00	\$46,924 \$3,996.00	\$48,664 \$4,200.00	\$50,424 \$4,425.00	\$52,192 \$4,650.00	\$53,976 \$4,925.00	\$55,780 \$5,225.00	
14	Annual \$39,300 Monthly \$3,275.00	\$40,800 \$3,400.00	\$42,300 \$3,525.00	\$43,800 \$3,650.00	\$45,300 \$3,800.00	\$46,800 \$3,996.00	\$48,424 \$4,200.00	\$50,164 \$4,425.00	\$51,924 \$4,650.00	\$53,692 \$4,925.00	\$55,476 \$5,225.00	\$57,280 \$5,475.00	
15	Annual \$40,800 Monthly \$3,400.00	\$42,300 \$3,525.00	\$43,800 \$3,650.00	\$45,300 \$3,800.00	\$46,800 \$3,996.00	\$48,300 \$4,200.00	\$49,924 \$4,425.00	\$51,664 \$4,650.00	\$53,424 \$4,925.00	\$55,192 \$5,225.00	\$56,976 \$5,475.00	\$58,780 \$5,725.00	
16	Annual \$42,300 Monthly \$3,525.00	\$43,800 \$3,650.00	\$45,300 \$3,800.00	\$46,800 \$3,996.00	\$48,300 \$4,200.00	\$49,800 \$4,425.00	\$51,424 \$4,650.00	\$53,164 \$4,925.00	\$54,924 \$5,225.00	\$56,692 \$5,475.00	\$58,476 \$5,725.00	\$60,280 \$6,000.00	
17	Annual \$43,800 Monthly \$3,650.00	\$45,300 \$3,800.00	\$46,800 \$3,996.00	\$48,300 \$4,200.00	\$49,800 \$4,425.00	\$51,300 \$4,650.00	\$52,924 \$4,925.00	\$54,664 \$5,225.00	\$56,424 \$5,475.00	\$58,192 \$5,725.00	\$59,976 \$6,000.00	\$61,780 \$6,225.00	
18	Annual \$45,300 Monthly \$3,775.00	\$46,800 \$3,996.00	\$48,300 \$4,200.00	\$49,800 \$4,425.00	\$51,300 \$4,650.00	\$52,800 \$4,925.00	\$54,424 \$5,225.00	\$56,164 \$5,475.00	\$57,924 \$5,725.00	\$59,692 \$6,000.00	\$61,476 \$6,225.00	\$63,280 \$6,425.00	
19	Annual \$46,800 Monthly \$3,900.00	\$48,300 \$4,200.00	\$49,800 \$4,425.00	\$51,300 \$4,650.00	\$52,800 \$4,925.00	\$54,300 \$5,225.00	\$55,924 \$5,475.00	\$57,664 \$5,725.00	\$59,424 \$6,000.00	\$61,192 \$6,225.00	\$62,976 \$6,425.00	\$64,780 \$6,825.00	
20	Annual \$48,300 Monthly \$4,025.00	\$49,800 \$4,425.00	\$51,300 \$4,650.00	\$52,800 \$4,925.00	\$54,300 \$5,225.00	\$55,800 \$5,475.00	\$57,424 \$5,725.00	\$59,164 \$6,000.00	\$60,924 \$6,225.00	\$62,692 \$6,425.00	\$64,476 \$6,825.00	\$66,280 \$7,225.00	
21	Annual \$49,800 Monthly \$4,150.00	\$51,300 \$4,650.00	\$52,800 \$4,925.00	\$54,300 \$5,225.00	\$55,800 \$5,475.00	\$57,300 \$5,725.00	\$58,924 \$6,000.00	\$60,664 \$6,225.00	\$62,424 \$6,425.00	\$64,192 \$6,825.00	\$65,976 \$7,225.00	\$67,780 \$7,625.00	

Data maintained by OBA Compensation

ATTACHMENT
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O TEAMSTERS LOCAL #700 SALARY SCHEDULE
Effective Date 7/1/2022

BASE SALARY PLAN					INTERMEDIATE RATES					LONGEVITY RATES		
Grade	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 21 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
15 Annual	\$65,785	\$69,948	\$73,260	\$76,728	\$77,795	\$82,354	\$86,232	\$90,348	\$94,668	\$99,144	\$103,884	\$108,828
Monthly	\$5,564	\$5,829	\$6,105	\$6,394	\$6,483	\$6,863	\$7,186	\$7,529	\$7,889	\$8,262	\$8,657	\$9,069

NOTE: In each of the three years 2024, 2025 and 2026, the percentage increase shall be 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.

Based on the U.S. City Average CPI-U in June 2023, the 2024 increase applied is 3.00%. These schedules assume a 3% increase in 2025 and 3% increase in 2026. A 3.25% increase will be applied in 2027.

ATTACHMENT

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BX SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES
 Effective Date 8/1/2023

		BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Grade		FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 3 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
1	Annual	\$22,572	\$23,712	\$24,780	\$25,968	\$27,204	\$28,800	\$30,156	\$31,596	\$33,096	\$34,644	\$36,300	\$38,028
	Monthly	\$1,881.00	\$1,976.00	\$2,065.00	\$2,164.00	\$2,267.00	\$2,400.00	\$2,513.00	\$2,633.00	\$2,758.00	\$2,887.00	\$3,025.00	\$3,169.00
2	Annual	\$23,712	\$24,780	\$25,968	\$27,204	\$28,488	\$30,156	\$31,596	\$33,096	\$34,644	\$36,300	\$38,028	\$39,828
	Monthly	\$1,976.00	\$2,065.00	\$2,164.00	\$2,267.00	\$2,374.00	\$2,513.00	\$2,633.00	\$2,758.00	\$2,887.00	\$3,025.00	\$3,169.00	\$3,319.00
3	Annual	\$24,780	\$25,968	\$27,204	\$28,488	\$29,820	\$31,596	\$33,096	\$34,644	\$36,300	\$38,028	\$39,828	\$41,688
	Monthly	\$2,065.00	\$2,164.00	\$2,267.00	\$2,374.00	\$2,485.00	\$2,633.00	\$2,758.00	\$2,887.00	\$3,025.00	\$3,169.00	\$3,319.00	\$3,474.00
4	Annual	\$27,204	\$28,488	\$29,820	\$31,272	\$32,760	\$34,644	\$36,300	\$38,028	\$39,828	\$41,688	\$43,716	\$45,756
	Monthly	\$2,267.00	\$2,374.00	\$2,485.00	\$2,606.00	\$2,730.00	\$2,887.00	\$3,025.00	\$3,169.00	\$3,319.00	\$3,474.00	\$3,643.00	\$3,813.00
5	Annual	\$28,488	\$29,820	\$31,272	\$32,760	\$34,296	\$36,300	\$38,028	\$39,828	\$41,688	\$43,716	\$45,756	\$47,892
	Monthly	\$2,374.00	\$2,485.00	\$2,606.00	\$2,730.00	\$2,858.00	\$3,025.00	\$3,169.00	\$3,319.00	\$3,474.00	\$3,643.00	\$3,813.00	\$3,991.00
6	Annual	\$31,272	\$32,760	\$34,296	\$35,904	\$37,656	\$39,828	\$41,688	\$43,716	\$45,756	\$47,892	\$50,184	\$52,632
	Monthly	\$2,606.00	\$2,730.00	\$2,858.00	\$2,992.00	\$3,138.00	\$3,319.00	\$3,474.00	\$3,643.00	\$3,813.00	\$3,991.00	\$4,182.00	\$4,386.00
7	Annual	\$32,760	\$34,296	\$35,904	\$37,656	\$39,408	\$41,688	\$43,716	\$45,756	\$47,892	\$50,184	\$52,632	\$55,068
	Monthly	\$2,730.00	\$2,858.00	\$2,992.00	\$3,138.00	\$3,284.00	\$3,474.00	\$3,643.00	\$3,813.00	\$3,991.00	\$4,182.00	\$4,386.00	\$4,589.00
8	Annual	\$34,296	\$35,904	\$37,656	\$39,408	\$41,280	\$43,716	\$45,756	\$47,892	\$50,184	\$52,632	\$55,068	\$57,744
	Monthly	\$2,858.00	\$2,992.00	\$3,138.00	\$3,284.00	\$3,440.00	\$3,643.00	\$3,813.00	\$3,991.00	\$4,182.00	\$4,386.00	\$4,589.00	\$4,812.00
9	Annual	\$37,656	\$39,408	\$41,280	\$43,284	\$45,300	\$47,892	\$50,184	\$52,632	\$55,068	\$57,744	\$60,456	\$63,324
	Monthly	\$3,138.00	\$3,284.00	\$3,440.00	\$3,607.00	\$3,775.00	\$3,991.00	\$4,182.00	\$4,386.00	\$4,589.00	\$4,812.00	\$5,038.00	\$5,277.00
10	Annual	\$41,280	\$43,284	\$45,300	\$47,436	\$49,692	\$52,632	\$55,068	\$57,744	\$60,456	\$63,324	\$66,360	\$69,492
	Monthly	\$3,440.00	\$3,607.00	\$3,775.00	\$3,953.00	\$4,141.00	\$4,386.00	\$4,589.00	\$4,812.00	\$5,038.00	\$5,277.00	\$5,530.00	\$5,791.00
11	Annual	\$45,300	\$47,436	\$49,692	\$52,104	\$54,540	\$57,744	\$60,456	\$63,324	\$66,360	\$69,492	\$72,828	\$76,272
	Monthly	\$3,775.00	\$3,953.00	\$4,141.00	\$4,342.00	\$4,545.00	\$4,812.00	\$5,038.00	\$5,277.00	\$5,530.00	\$5,791.00	\$6,069.00	\$6,356.00
12	Annual	\$49,692	\$52,104	\$54,540	\$57,180	\$59,856	\$63,324	\$66,360	\$69,492	\$72,828	\$76,272	\$79,848	\$83,520
	Monthly	\$4,141.00	\$4,342.00	\$4,545.00	\$4,765.00	\$4,988.00	\$5,277.00	\$5,530.00	\$5,791.00	\$6,069.00	\$6,356.00	\$6,654.00	\$6,953.00
13	Annual	\$54,540	\$57,180	\$59,856	\$62,700	\$65,688	\$69,492	\$72,828	\$76,272	\$80,036	\$84,840	\$89,920	\$95,288
	Monthly	\$4,545.00	\$4,765.00	\$4,988.00	\$5,225.00	\$5,474.00	\$5,791.00	\$6,069.00	\$6,356.00	\$6,654.00	\$6,953.00	\$7,263.00	\$7,584.00
14	Annual	\$59,856	\$62,700	\$65,688	\$68,808	\$72,084	\$76,272	\$80,036	\$84,840	\$89,920	\$95,288	\$100,944	\$106,896
	Monthly	\$4,988.00	\$5,225.00	\$5,474.00	\$5,734.00	\$6,007.00	\$6,356.00	\$6,654.00	\$6,953.00	\$7,263.00	\$7,584.00	\$7,915.00	\$8,256.00
15	Annual	\$65,688	\$68,808	\$72,084	\$75,528	\$79,276	\$83,036	\$86,840	\$90,920	\$95,288	\$99,944	\$104,920	\$110,200
	Monthly	\$5,474.00	\$5,734.00	\$6,007.00	\$6,294.00	\$6,523.00	\$6,753.00	\$7,070.00	\$7,410.00	\$7,763.00	\$8,129.00	\$8,517.00	\$8,920.00
16	Annual	\$72,084	\$75,528	\$79,276	\$83,232	\$87,000	\$90,920	\$94,944	\$99,200	\$103,744	\$108,576	\$113,696	\$119,136
	Monthly	\$6,007.00	\$6,294.00	\$6,523.00	\$6,866.00	\$7,000.00	\$7,410.00	\$7,763.00	\$8,129.00	\$8,517.00	\$8,920.00	\$9,344.00	\$9,784.00
17	Annual	\$78,276	\$83,232	\$87,000	\$91,800	\$96,564	\$101,728	\$107,040	\$112,128	\$117,432	\$123,024	\$128,844	\$135,000
	Monthly	\$6,523.00	\$6,866.00	\$7,000.00	\$7,335.00	\$7,685.00	\$8,129.00	\$8,517.00	\$8,920.00	\$9,344.00	\$9,784.00	\$10,252.00	\$10,737.00
18	Annual	\$84,000	\$88,020	\$92,220	\$96,564	\$101,172	\$107,040	\$112,128	\$117,432	\$123,024	\$128,844	\$135,000	\$141,504
	Monthly	\$7,000.00	\$7,335.00	\$7,685.00	\$8,047.00	\$8,431.00	\$8,920.00	\$9,344.00	\$9,784.00	\$10,252.00	\$10,737.00	\$11,250.00	\$11,792.00
19	Annual	\$92,220	\$96,564	\$101,172	\$107,040	\$112,128	\$117,432	\$123,024	\$128,844	\$135,000	\$141,504	\$148,368	\$155,592
	Monthly	\$7,685.00	\$8,047.00	\$8,431.00	\$8,920.00	\$9,344.00	\$9,784.00	\$10,252.00	\$10,737.00	\$11,250.00	\$11,792.00	\$12,368.00	\$12,976.00
20	Annual	\$96,564	\$101,172	\$107,040	\$112,128	\$117,432	\$123,024	\$128,844	\$135,000	\$141,504	\$148,368	\$155,592	\$163,216
	Monthly	\$8,047.00	\$8,431.00	\$8,920.00	\$9,344.00	\$9,784.00	\$10,252.00	\$10,737.00	\$11,250.00	\$11,792.00	\$12,368.00	\$12,976.00	\$13,616.00
21	Annual	\$101,172	\$107,040	\$112,128	\$117,432	\$123,024	\$128,844	\$135,000	\$141,504	\$148,368	\$155,592	\$163,216	\$171,264
	Monthly	\$8,431.00	\$8,920.00	\$9,344.00	\$9,784.00	\$10,252.00	\$10,737.00	\$11,250.00	\$11,792.00	\$12,368.00	\$12,976.00	\$13,616.00	\$14,296.00

Data maintained by CBM Compensation

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O TEAMSTERS LOCAL #700 SALARY SCHEDULE
Effective Date 1/1/2023

BASE SALARY PLAN					INTERMEDIATE RATES					LONGEVITY RATES			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
Grade	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE	
15	Annual	\$68,772	\$72,046	\$75,456	\$79,032	\$80,124	\$84,828	\$88,824	\$93,080	\$97,512	\$102,120	\$107,004	\$112,082
	Monthly	\$5,731	\$6,004	\$6,288	\$6,586	\$6,677	\$7,069	\$7,402	\$7,755	\$8,126	\$8,510	\$8,917	\$9,341

NOTE: 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.

Based on the U.S. City Average CPI-U in June 2023, the 2024 increase applied is 3.00%. These schedules assume a 3% increase in 2025 and 3% increase in 2026. A 3.25% increase will be applied in 2027.

ATTACHMENT

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BX: SALARY SCHEDULE for Non-REPRESENTED EMPLOYEES
 Effective Date 1/1/2024

Grade	BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES					
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12		
	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP-BASE RATE & 1 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 6 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 21 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE		
1 Annual	\$23,244	\$24,420	\$26,524	\$28,748	\$28,020	\$28,064	\$31,088	\$32,544	\$34,092	\$35,688	\$37,392	\$39,168		
1 Monthly	\$1,937.00	\$2,035.00	\$2,212.00	\$2,395.67	\$2,335.00	\$2,338.67	\$2,590.67	\$2,712.00	\$2,841.00	\$2,974.00	\$3,115.00	\$3,264.00		
2 Annual	\$24,420	\$26,524	\$28,748	\$30,972	\$29,340	\$29,384	\$33,088	\$34,644	\$36,292	\$37,988	\$39,792	\$41,608		
2 Monthly	\$2,035.00	\$2,212.00	\$2,395.67	\$2,579.33	\$2,445.00	\$2,448.67	\$2,757.33	\$2,884.00	\$3,013.00	\$3,146.00	\$3,283.00	\$3,419.00		
3 Annual	\$26,524	\$28,748	\$30,972	\$33,200	\$30,720	\$30,764	\$34,912	\$36,568	\$38,316	\$39,964	\$41,712	\$43,460		
3 Monthly	\$2,212.00	\$2,395.67	\$2,579.33	\$2,763.00	\$2,560.00	\$2,563.67	\$2,909.33	\$3,046.67	\$3,184.00	\$3,321.00	\$3,458.00	\$3,595.00		
4 Annual	\$28,020	\$29,340	\$30,720	\$32,100	\$30,720	\$30,764	\$35,360	\$37,016	\$38,764	\$40,512	\$42,260	\$44,008		
4 Monthly	\$2,335.00	\$2,445.00	\$2,580.00	\$2,684.00	\$2,560.00	\$2,563.67	\$2,942.67	\$3,084.00	\$3,221.00	\$3,358.00	\$3,495.00	\$3,632.00		
5 Annual	\$29,340	\$30,720	\$32,100	\$33,480	\$32,100	\$32,144	\$37,120	\$38,876	\$40,624	\$42,372	\$44,120	\$45,868		
5 Monthly	\$2,445.00	\$2,560.00	\$2,684.00	\$2,798.00	\$2,684.00	\$2,687.67	\$3,093.33	\$3,244.00	\$3,395.00	\$3,546.00	\$3,697.00	\$3,848.00		
6 Annual	\$32,028	\$33,744	\$35,460	\$37,176	\$35,460	\$35,504	\$40,960	\$42,716	\$44,464	\$46,212	\$47,960	\$49,708		
6 Monthly	\$2,668.00	\$2,812.00	\$2,956.00	\$3,099.67	\$2,956.00	\$2,959.67	\$3,413.33	\$3,576.67	\$3,740.00	\$3,903.00	\$4,066.00	\$4,229.00		
7 Annual	\$33,744	\$35,460	\$37,176	\$38,892	\$37,176	\$37,220	\$43,120	\$44,876	\$46,624	\$48,372	\$50,120	\$51,868		
7 Monthly	\$2,812.00	\$2,944.00	\$3,088.00	\$3,232.00	\$3,088.00	\$3,091.67	\$3,593.33	\$3,756.67	\$3,920.00	\$4,083.00	\$4,246.00	\$4,409.00		
8 Annual	\$35,328	\$36,984	\$38,640	\$40,296	\$38,640	\$38,684	\$45,040	\$46,796	\$48,544	\$50,292	\$52,040	\$53,788		
8 Monthly	\$2,944.00	\$3,082.00	\$3,220.00	\$3,358.00	\$3,220.00	\$3,223.67	\$3,753.33	\$3,916.67	\$4,080.00	\$4,243.00	\$4,406.00	\$4,569.00		
9 Annual	\$36,984	\$38,640	\$40,296	\$41,952	\$40,296	\$40,340	\$47,120	\$48,876	\$50,624	\$52,372	\$54,120	\$55,868		
9 Monthly	\$3,082.00	\$3,220.00	\$3,358.00	\$3,496.00	\$3,358.00	\$3,361.67	\$3,933.33	\$4,096.67	\$4,260.00	\$4,423.00	\$4,586.00	\$4,749.00		
10 Annual	\$40,296	\$42,024	\$43,752	\$45,480	\$43,752	\$43,796	\$51,040	\$52,796	\$54,544	\$56,292	\$58,040	\$59,788		
10 Monthly	\$3,358.00	\$3,500.00	\$3,642.00	\$3,784.00	\$3,642.00	\$3,645.67	\$4,253.33	\$4,416.67	\$4,580.00	\$4,743.00	\$4,906.00	\$5,069.00		
11 Annual	\$42,024	\$43,752	\$45,480	\$47,208	\$45,480	\$45,524	\$53,280	\$55,036	\$56,784	\$58,532	\$60,280	\$62,028		
11 Monthly	\$3,500.00	\$3,642.00	\$3,784.00	\$3,926.00	\$3,784.00	\$3,787.67	\$4,443.33	\$4,606.67	\$4,770.00	\$4,933.00	\$5,096.00	\$5,259.00		
12 Annual	\$43,752	\$45,480	\$47,208	\$48,936	\$47,208	\$47,252	\$55,520	\$57,276	\$59,024	\$60,772	\$62,520	\$64,268		
12 Monthly	\$3,642.00	\$3,784.00	\$3,926.00	\$4,068.00	\$3,926.00	\$3,929.67	\$4,623.33	\$4,786.67	\$4,950.00	\$5,113.00	\$5,276.00	\$5,439.00		
13 Annual	\$45,480	\$47,208	\$48,936	\$50,664	\$48,936	\$48,980	\$57,760	\$59,516	\$61,264	\$63,012	\$64,760	\$66,508		
13 Monthly	\$3,784.00	\$3,926.00	\$4,068.00	\$4,210.00	\$4,068.00	\$4,071.67	\$4,813.33	\$4,976.67	\$5,140.00	\$5,303.00	\$5,466.00	\$5,629.00		
14 Annual	\$47,208	\$48,936	\$50,664	\$52,392	\$50,664	\$50,708	\$59,920	\$61,676	\$63,424	\$65,172	\$66,920	\$68,668		
14 Monthly	\$3,926.00	\$4,068.00	\$4,210.00	\$4,352.00	\$4,068.00	\$4,071.67	\$4,983.33	\$5,146.67	\$5,310.00	\$5,473.00	\$5,636.00	\$5,799.00		
15 Annual	\$48,936	\$50,664	\$52,392	\$54,120	\$52,392	\$52,436	\$61,680	\$63,436	\$65,184	\$66,932	\$68,680	\$70,428		
15 Monthly	\$4,068.00	\$4,210.00	\$4,352.00	\$4,494.00	\$4,210.00	\$4,213.67	\$5,143.33	\$5,306.67	\$5,470.00	\$5,633.00	\$5,796.00	\$5,959.00		
16 Annual	\$50,664	\$52,392	\$54,120	\$55,848	\$54,120	\$54,164	\$63,680	\$65,436	\$67,184	\$68,932	\$70,680	\$72,428		
16 Monthly	\$4,210.00	\$4,352.00	\$4,494.00	\$4,636.00	\$4,210.00	\$4,213.67	\$5,183.33	\$5,346.67	\$5,510.00	\$5,673.00	\$5,836.00	\$5,999.00		
17 Annual	\$52,392	\$54,120	\$55,848	\$57,576	\$55,848	\$55,892	\$65,680	\$67,436	\$69,184	\$70,932	\$72,680	\$74,428		
17 Monthly	\$4,352.00	\$4,494.00	\$4,636.00	\$4,778.00	\$4,352.00	\$4,355.67	\$5,283.33	\$5,446.67	\$5,610.00	\$5,773.00	\$5,936.00	\$6,099.00		
18 Annual	\$54,120	\$55,848	\$57,576	\$59,304	\$57,576	\$57,620	\$67,680	\$69,436	\$71,184	\$72,932	\$74,680	\$76,428		
18 Monthly	\$4,500.00	\$4,642.00	\$4,784.00	\$4,926.00	\$4,500.00	\$4,503.67	\$5,433.33	\$5,596.67	\$5,760.00	\$5,923.00	\$6,086.00	\$6,249.00		
19 Annual	\$55,848	\$57,576	\$59,304	\$61,032	\$59,304	\$59,348	\$69,680	\$71,436	\$73,184	\$74,932	\$76,680	\$78,428		
19 Monthly	\$4,642.00	\$4,784.00	\$4,926.00	\$5,068.00	\$4,642.00	\$4,645.67	\$5,573.33	\$5,736.67	\$5,900.00	\$6,063.00	\$6,226.00	\$6,389.00		
20 Annual	\$57,576	\$59,304	\$61,032	\$62,760	\$61,032	\$61,076	\$71,680	\$73,436	\$75,184	\$76,932	\$78,680	\$80,428		
20 Monthly	\$4,784.00	\$4,926.00	\$5,068.00	\$5,210.00	\$4,784.00	\$4,787.67	\$5,713.33	\$5,876.67	\$6,040.00	\$6,203.00	\$6,366.00	\$6,529.00		
21 Annual	\$59,304	\$61,032	\$62,760	\$64,488	\$62,760	\$62,804	\$73,680	\$75,436	\$77,184	\$78,932	\$80,680	\$82,428		
21 Monthly	\$4,926.00	\$5,068.00	\$5,210.00	\$5,352.00	\$4,926.00	\$4,929.67	\$5,853.33	\$6,016.67	\$6,180.00	\$6,343.00	\$6,506.00	\$6,669.00		

Data maintained by O&M Compensation

ATTACHMENT
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			BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
SCHEDULE O PROPOSED 1/1/2004 Rates			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Grade		Bargaining Unit	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
	Annual	TEAMSTERS LOCAL #700	\$70,836	\$74,208	\$77,724	\$81,408	\$82,524	\$87,372	\$91,488	\$95,856	\$100,440	\$105,180	\$110,220	\$115,452
15	Monthly	TEAMSTERS LOCAL #700	\$5,903.00	\$6,184.00	\$6,477.00	\$6,784.00	\$6,877.00	\$7,281.00	\$7,624.00	\$7,988.00	\$8,370.00	\$8,765.00	\$9,185.00	\$9,621.00

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**ATTACHMENT
7A**

			BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
SCHEDULE O PROPOSED 1/1/2025 Retro			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Grade		Bargaining Unit	FIRST 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 8 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 11 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 14 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 17 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 20 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 23 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 25 YRS CONTINUOUS SERVICE
14	Annual	TEAMSTERS LOCAL #700	\$63,528	\$66,528	\$69,696	\$73,008	\$76,488	\$80,928	\$83,448	\$85,992	\$90,024	\$94,344	\$98,832	\$103,512
	Monthly	TEAMSTERS LOCAL #700	\$5,294	\$5,544	\$5,808	\$6,084	\$6,374	\$6,744	\$6,954	\$7,166	\$7,502	\$7,862	\$8,236	\$8,626
15	Annual	TEAMSTERS LOCAL #700	\$72,984	\$76,440	\$80,064	\$83,856	\$85,008	\$90,000	\$94,248	\$98,736	\$103,464	\$108,336	\$113,544	\$118,920
	Monthly	TEAMSTERS LOCAL #700	\$6,082	\$6,370	\$6,672	\$6,988	\$7,084	\$7,500	\$7,854	\$8,228	\$8,622	\$9,028	\$9,462	\$9,910

7A

**ATTACHMENT
7B**

			BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES			
SCHEDULE O PROPOSED 30 Days After Ratification			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
Grade		Bargaining Unit	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 7 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 10 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 12 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 15 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 19 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 24 YRS CONTINUOUS SERVICE
14	Annual	TEAMSTERS LOCAL #700	\$63,864	\$66,888	\$70,056	\$73,392	\$77,616	\$81,744	\$85,584	\$89,688	\$93,960	\$98,400	\$103,128	\$108,000
	Monthly	TEAMSTERS LOCAL #700	\$5,322	\$5,574	\$5,838	\$6,116	\$6,468	\$6,812	\$7,132	\$7,474	\$7,830	\$8,200	\$8,594	\$9,000
15	Annual	TEAMSTERS LOCAL #700	\$72,984	\$76,440	\$80,064	\$83,856	\$88,698	\$93,402	\$97,794	\$102,474	\$107,382	\$112,434	\$117,846	\$123,408
	Monthly	TEAMSTERS LOCAL #700	\$6,082	\$6,370	\$6,672	\$6,988	\$7,392	\$7,784	\$8,150	\$8,540	\$8,949	\$9,370	\$9,821	\$10,284

7B

ATTACHMENT

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SCHEDULE O PROPOSED 1/1/2026 Minimum 3% CPI			BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
Grade		Bargaining Unit	FIRST 6 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	NEXT 12 MONTHS	AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 7 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 10 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 12 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 15 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT FIRST LONGEVITY RATE & 19 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 24 YRS CONTINUOUS SERVICE	AFTER 1 YEAR AT SECOND LONGEVITY RATE & 26 YRS CONTINUOUS SERVICE
14	Annual	TEAMSTERS LOCAL #700	\$65,808	\$68,904	\$72,192	\$75,600	\$83,280	\$87,264	\$91,344	\$95,736	\$100,320	\$105,024	\$110,088	\$115,272	\$119,040
	Monthly	TEAMSTERS LOCAL #700	\$5,484	\$5,742	\$6,016	\$6,300	\$6,940	\$7,272	\$7,612	\$7,978	\$8,360	\$8,752	\$9,174	\$9,606	\$9,920
15	Annual	TEAMSTERS LOCAL #700	\$75,192	\$78,744	\$82,488	\$86,376	\$95,160	\$99,708	\$104,376	\$109,404	\$114,636	\$120,024	\$125,808	\$131,736	\$136,020
	Monthly	TEAMSTERS LOCAL #700	\$6,266	\$6,562	\$6,874	\$7,198	\$7,930	\$8,309	\$8,698	\$9,117	\$9,553	\$10,002	\$10,484	\$10,978	\$11,335

ATTACHMENT

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SCHEDULE O PROPOSED 1/1/2027 Minimum 3% CPI			BASE SALARY PLAN				INTERMEDIATE RATES				LONGEVITY RATES				
Grade		Bargaining Unit	STEP 1 FIRST 6 MONTHS	STEP 2 NEXT 12 MONTHS	STEP 3 NEXT 12 MONTHS	STEP 4 NEXT 12 MONTHS	STEP 5 AFTER 1 YEAR AT TOP BASE RATE & 5 YRS CONTINUOUS SERVICE	STEP 6 AFTER 1 YEAR AT FIRST INTERMEDIATE RATE & 7 YRS CONTINUOUS SERVICE	STEP 7 AFTER 1 YEAR AT SECOND INTERMEDIATE RATE & 10 YRS CONTINUOUS SERVICE	STEP 8 AFTER 1 YEAR AT THIRD INTERMEDIATE RATE & 12 YRS CONTINUOUS SERVICE	STEP 9 AFTER 1 YEAR AT TOP INTERMEDIATE RATE & 15 YRS CONTINUOUS SERVICE	STEP 10 AFTER 1 YEAR AT FIRST LONGEVITY RATE & 19 YRS CONTINUOUS SERVICE	STEP 11 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 22 YRS CONTINUOUS SERVICE	STEP 12 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 24 YRS CONTINUOUS SERVICE	STEP 13 AFTER 1 YEAR AT SECOND LONGEVITY RATE & 26 YRS CONTINUOUS SERVICE
14	Annual	TEAMSTERS LOCAL #700	\$67,344	\$71,160	\$74,544	\$78,072	\$85,992	\$90,120	\$94,320	\$98,856	\$103,584	\$108,456	\$113,688	\$119,040	\$122,928
	Monthly	TEAMSTERS LOCAL #700	\$5,612	\$5,930	\$6,212	\$6,506	\$7,166	\$7,510	\$7,860	\$8,238	\$8,632	\$9,038	\$9,474	\$9,920	\$10,244
15	Annual	TEAMSTERS LOCAL #700	\$77,640	\$81,312	\$85,176	\$89,184	\$98,256	\$102,960	\$107,784	\$112,968	\$118,368	\$123,936	\$129,912	\$136,032	\$140,448
	Monthly	TEAMSTERS LOCAL #700	\$6,470	\$6,776	\$7,098	\$7,432	\$8,188	\$8,580	\$8,982	\$9,414	\$9,864	\$10,328	\$10,826	\$11,336	\$11,704

**Tentative Agreements Reached for Changes in the
Collective Bargaining Agreement
between
the City of Chicago
and
the Teamsters, Local 1700, SSSCCs and AOCCs
February 29, 2024**

Section 4.9—COVID-19 Pandemic Pay

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

Carey R. Adams

Chief Labor Negotiator

For the Union
Simeon M. 2-29-24

Section 9.8 Deferred Compensation:

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.

7 Aff'd
Cathy J. Churcho
2/22/24
Cathy J. Portakides
Chief Labor Negotiator

For the Union
Diane M. 2-29-24

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. Neal
City of Chicago
2/22/24

Cecily J. Porter-Kramer
Chief Labor Negotiator

For the Union
Diane M. 2-29-24

**NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SSSCCs and AOCCs
AND TEAMSTERS, LOCAL 700
Tentative Agreements**

Section 8.1 Full Time Salaried Employees *(5-5-23 The Parties Have Reached a Tentative Agreement)*

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

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 **6.2 above** ~~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.

Section 9.5 Family and Medical Leave *(5-5-23 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:

**NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SSSCCs and AOCCs
AND TEAMSTERS, LOCAL 700
Tentative Agreements**

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 9.10 of this CBA, and 9.5 does not provide any additional benefits for said leave other than those set forth in 9.10 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.

UNION #3: ARTICLE 4 WAGES AND ALLOWANCES New Section, Section 4.xx Pay Disputes (5-5-23 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 11 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 over 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**

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

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.

CITY PROPOSAL ON 9.8: Section 9.8 Medical Leave *(5-5-23 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 a minimum of one (1) week two (2) weeks for up to three (3) months, provided said leaves shall be renewable for one-month-like-three-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 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 PROPOSAL #6 Section 7.1 Continuous Service *(5-5-23 The Parties Have Reached a Tentative Agreement)*

**NEGOTIATIONS BETWEEN
THE CITY OF CHICAGO ("EMPLOYER") SSSCCs and AOCCs
AND TEAMSTERS, LOCAL 700
Tentative Agreements**

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 #7: Section 7.2 Interruption in Service *(5-5-23 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 7.1 (a) above, layoff forty (40) days, or for any other unpaid leave or other interruption in service not specifically referenced in Section 7.1 above.

UNION PROPOSAL #8: Section 7.3 Break in Service *(5-5-23 The Parties Have Reached a Tentative Agreement)*

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.

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

UNION PROPOSAL #23: Section 15.3 Layoffs and Recall *(5-5-23 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 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 #15: 10.5—Use of File Material *(5-5-23 The Parties Have Reached a Tentative Agreement)*

Any information of an adverse employment nature which is unfounded, exonerated or otherwise not sustained shall not be used against the employee in future proceedings. Any record of discipline may be used as a basis for further discipline for a period of time not to exceed **eighteen (18) ~~twenty-four (24)~~** months from the date the discipline was issued to the employees, or, in the case of a suspension, from the last date the suspension was served; provided, however, that said record of discipline may continue to be used as a basis for further discipline beyond said **eighteen (18) ~~twenty-four (24)~~**-month period if the employee is charged with at least one additional, substantially similar offence at any time within said **eighteen (18) ~~twenty-four (24)~~** month period.

UNION#17 Section 12.1 No Strike *(5-5-23 The union withdraws and agree to KEEP STATUS QUO)*

UNION#10 Section 7.7 Filling of Permanent Vacancies *(5-5-23 The union withdraws and agree to KEEP STATUS QUO)*

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

UNION PROPOSAL #25: Section 16.3--Stewards (5-5-23 The Parties Have Reached a Tentative Agreement)

Added language.... 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 training. Nothing prevents a union steward from using their applicable accumulated time to cover such absences if the request for time off is granted.

Science Meles 5-5-23
Science Meles Date
Local 700 Chief Spokes Person

Cicely Porter 5/31/23
Cicely Porter Date
City of Chicago SSSCC Chief Spokes Person
Chief Labor Negotiator

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

for Teamsters L700
Signed March 3-10-23

T.A. Tucker

1/9/23

Crilly J. Porter for
City of Chicago

TENTATIVE AGREEMENT--UNION PROPOSAL #1

TA
O/C
COA
C. J. Luey
1/9/23

AGREEMENT BETWEEN

THE CITY OF CHICAGO

for Teamsters L700
Signed March 3-10-23

AND

THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
LOCAL UNION NO. 700

(Shift Supervisors of Security Communications Center (SSSCCs)

and Airport Operations Center Coordinators (AOCCs))

Effective through June 30, 2027

Ratified by City Council effective _____

TENTATIVE AGREEMENT—UNION PROPOSAL #2

ARTICLE 1
RECOGNITION

The Employer recognizes the Union set out below as the sole and exclusive bargaining agent for those employees in the Shift Supervisor of Security Communications Center ("SSSCC") and **Airport Operations Center Coordinator ("AOCC")** job classification. The Union is the certified representative for such employees and is authorized to bargain collectively with the Employer with respect to wages, hours and other terms and conditions of employment. The term "employee" as used herein, refers to City employees in the SSSCC and AOCC job classification, unless otherwise specified.

7A
Cully & Porter Adams
1-9-23
all checks

for Teamsters L700
Sinner Moh 3-10-23

UNION PROPOSAL #14-- WITHDRAWN 11/14/22

UNION#14 Section 10.4 Limitation on Use of File Material

It is agreed that any material and/or matter not available for inspection, as provided for in Section 10.3 above, shall not be used in any manner or any form adverse to the employees' interests. Anonymous materials shall not be placed in an employee's personnel file.

TA
Cecilia Pate
1-9-23
City of Chicago

for Teachers L700
Suzanne Mark 3-10-2

TENTATIVE AGREEMENT—UNION PROPOSAL #19

ARTICLE 13
DUES DEDUCTION

Section 13.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.

CH'd
Caddy & Tru
Adams

1.923
Caddy &
Adams

for Teamsters L700
Schenck March 3-10-23

TENTATIVE AGREEMENT—UNION PROPOSAL #24:

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 Teamsters L700
Steven Mark 3-10-23

TA 13 cl
Civility of Protection
Adm b Chicago
1/9/15

TENTATIVE AGREEMENT—CITY PROPOSAL ON 4.4

Section 4.4—New Section

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 advice 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.

for Teamsters L700
Steven M. 3-10-23

TA 100
Cathy J. Adams
Call JC Adams
1/9/23

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

TA

CITY's PROPOSAL Section 9.10 – 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.

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

Cecily J. Porter Adams 12.13.
City of Chicago SSSCC Chief Spokes Person Date
Cecily J. Porter Adams



DEPARTMENT OF LAW
CITY OF CHICAGO

June 12, 2025

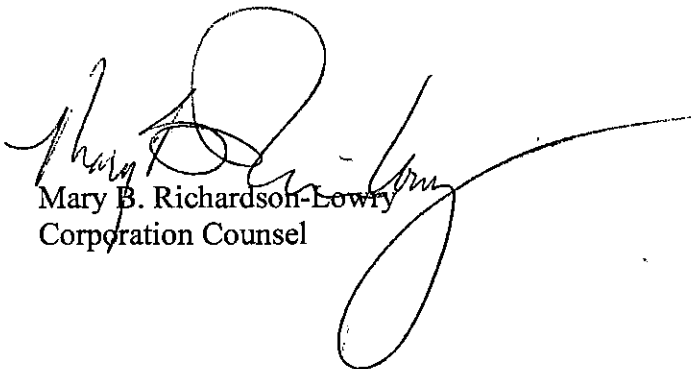
TO THE HONORABLE, THE CHAIRMAN AND
MEMBERS OF THE CITY COUNCIL COMMITTEE ON
WORKFORCE DEVELOPMENT

Ladies and Gentlemen:

I transmit herewith, together with the Budget Director, an ordinance authorizing the execution of the Collective Bargaining Agreement between the City of Chicago and the International Brotherhood of Teamsters, Teamsters Local Union No. 700.

Your favorable consideration of this ordinance will be appreciated.

Very truly yours,



Mary B. Richardson-Lowry
Corporation Counsel



COUNCIL CHAMBER

CITY HALL, ROOM 300
121 NORTH LA SALLE STREET
CHICAGO, ILLINOIS 60602
TELEPHONE: (312) 744-3325

MICHAEL D. RODRÍGUEZ

ALDERPERSON - 22ND WARD

PUBLIC SERVICE OFFICE

2500 SOUTH ST. LOUIS AVENUE
CHICAGO, ILLINOIS 60623
TELEPHONE: (773) 762-1771
FAX: (773) 762-1825
WARD22@CITYOFCHICAGO.ORG

**CITY COUNCIL
COMMITTEE MEMBERSHIPS**

WORKFORCE DEVELOPMENT (CHAIR)
AVIATION
BUDGET AND GOVERNMENT OPERATIONS
COMMITTEES AND RULES
FINANCE
IMMIGRATION AND REFUGEE RIGHTS
SPECIAL EVENTS, CULTURAL AFFAIRS AND RECREATION
TRANSPORTATION AND PUBLIC WAY

CHICAGO, June 18th 2025

To the President and Members of the City Council:

The Committee on Workforce Development, having had under consideration an ordinance, 02025-0017321, an ordinance authorizing the execution of the Collective Bargaining Agreement between the City of Chicago and the International Brotherhood of Teamsters, Teamsters Local Union No. 700.

At the meeting this ordinance was passed out of the Committee by a unanimous voice vote of those members present.

Respectfully submitted,

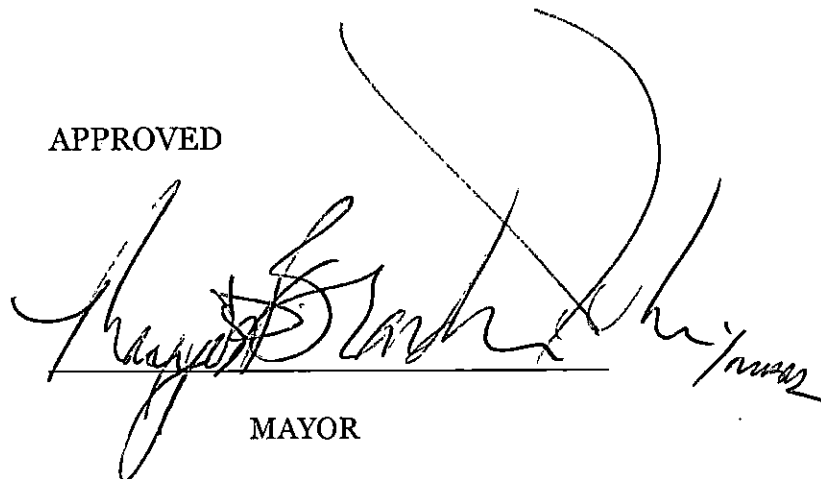
MICHAEL D. RODRÍGUEZ, CHAIRPERSON
COMMITTEE ON WORKFORCE DEVELOPMENT

APPROVED


CORPORATION COUNSEL

DATED: 6.25.25

APPROVED


MAYOR

DATED: 6.25.25