

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 July 7, 2025, between the City of Chicago and the Public Safety Employees Union, Unit II (comprised of the Service Employees International Union, Local 73 and the International Brotherhood of Electrical Workers, Local 21). The Mayor is authorized to execute this agreement.

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

July 7, 2025

Term Sheet for the Collective Bargaining Agreement between the Public Safety Employees Union, Unit II (comprised of the Service Employees International Union, Local 73 and the International Brotherhood of Electrical Workers, Local 21) 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:**

- **Signing Bonus:** City will provide a lump sum signing bonus/pandemic pay bonus in the amount of \$3,000 to be paid in two installments.
- **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 represented employees.
- **Holidays:** Added the Juneteenth holiday for all employees.
- **Salary Schedule:** Adjusted the salary schedule to add another step after 26 years of service and reduce the continuous service requirements for movement on the schedule at certain steps.

- **Sick Leave:** Increase sick leave hours for employees who are not eligible for sick leave, allowing them to earn one (1) hour of paid sick leave for every 25 hours worked
- **Overtime:** Worked performed in excess of 12 hours/work day will be compensated at double time.

4. Other Terms:

- **Vacations:** Employees can carry over 5 vacation days, 7 vacation days if the employee has 10 or more years of service
- **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)
- **Compensatory Time:** Expanded opportunities to earn compensatory time and holiday earned time
- **Hiring/Filling Vacancies:** Adjusted the hiring process to expedited filling vacancies.
- **Union Security/Janus:** Agreed to Janus language consistent with our obligations under the law, including employer neutrality and providing information.
- **Medical Leaves:** Placed caps on medical leave and provided a mechanism to address employees who do not comply with leave provisions.
- **Recognition:** Added Aviation Security Officer-Trainer and deleted Crossing Guards
- **Payments of Wages/Settlements/Judgements:** Provided a time frame by which monetary payments for settlements/judgments will be paid.
- **Notice for Schedule Changes:** Provide 10 days notice, and the reasons thereof, when changing an employee's watch
- **FMLA:** Allow employees to use any paid leave for unpaid FMLA leave
- **Training:** Expanded areas of training for employees

- **Traumatic Occurrences:** Expanded use of time for traumatic occurrences across the entire bargaining unit
- **PCO Trainer Titles:** Updated side letter establishing PCO I Trainer and PCO Trainer Titles
- **Priority Days:** Increased the number of hours that can be considered “priority” and not subject to cancellation for Local 21 represented employees
- **First Responder Recognition:** Provide certain titles with First Responder Recognition
- **Predictable Schedules:** Established a labor-management committee to discuss scheduling and staffing levels
- **Traffic Control Aides:** Provide service credit for certain hourly TCAs who are awarded full time TCA positions
- **Extreme Weather:** Agreed to safety measures for Parking Enforcement Aides and Aviation Security Officers in extreme weather