

The parties have tentatively agreed to the proposals as indicated and drafted below:

Section 2.2 Rules and Regulations

The Employer shall have the right to make, and from time to time change, reasonable rules and regulations and to require employees' compliance therewith upon notification. The Employer will notify the Union within ten (10) days of such change, and upon the Union's request, will discuss the changes with the Union. The Union's request to meet or discuss will not delay the implementation of the changes unless the parties mutually agree to delay compliance/implementation.

Section 6.9 Seniority Lists

The Employer shall provide the Union with a seniority list every six months annually. Each month the Employer shall notify the Union of additions and deletions to that list.

Section 13.4 Prohibition Against Discrimination

(a) The Employer agrees not to discriminate against any employee on the basis of race, sex, creed, religion, color, sexual orientation preference, marital (including parental) status, age, national origin, ancestry, gender identity, disability, military service or discharge status, or mental and/or physical handicap, or Union activity.

(b) Grievances by employees alleging violations of Section 13.4(a) shall be resolved through Step III of the Grievance Procedure of this Agreement, but shall not be subject to arbitration unless mutually agreed by the parties.

Section 16.1 Term of Agreement

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, ~~2022~~, **2027**, subject to the terms of Sections 16.2 and 16.3 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, 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.

4.13 Payment of Wages (new section)

Effective on the first day of the fourth (4th) month after the date of ratification, the payment of wages provided herein shall be due and payable on the seventh (7th) and twenty-second (22nd) day of each month.

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 advice electronically through GreenSlips the first pay period after registering for GreenSlips.

Section 5.1 Holidays

A nurse is eligible for the following holidays:

1. New Year's Day
2. Dr. Martin Luther King'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. Veteran's 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 shall be granted in accordance with the current practices of the Employer.

Section 5.9 Medical Leave

Non-probationary employees shall be granted medical leaves of absence upon request. Said medical leaves of absence shall be granted **for in increments of a minimum of one (1) week** up to three (3) months, provided said leaves shall be renewable for 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 procedure which shall be provided to 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.

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 retain, but not accumulate seniority.

Employees who return from a medical leave of absence within one (1) year shall be reinstated to:

- (a) their former position if it is vacant; if not;
- (b) a vacant position in the same classification; if none available;
- (c) bump the least senior employee in the same classification, provided the employee returning from the **Medical Leave of Absence** has more seniority than the least senior employee, who shall be subject to the lay off and recall provisions of Section 6.6.

City of Chicago

International Brotherhood of
Teamsters, Local 743

By:

Title/Position:

Date:

By:

Title/Position:

Date: