



OFFICE OF THE MAYOR
CITY OF CHICAGO

FOR IMMEDIATE RELEASE

July 30, 2014

CONTACT:

Mayor's Press Office

312.744.3334

press@cityofchicago.org

MAYOR EMANUEL INTRODUCES COLLECTIVE BARGAINING AGREEMENTS WITH AFSCME, COUNCIL 31 AND THE ILLINOIS NURSES ASSOCIATION TO CITY COUNCIL FOR APPROVAL

Mayor Emanuel introduced today to City Council two collective bargaining agreements for approval: one between the City of Chicago and the American Federation of State, Council and Municipal Employees (AFSCME) Council 31 and one between the City and the Illinois Nurses Association. The new agreements for both unions extend through June 30, 2017, effective upon final ratification by City Council.

"These agreements are representative of the positive outcomes that result when both parties sit down and negotiate in good faith with the best interests of the city in mind," Mayor Emanuel said.

AFSCME represents over 3,300 employees in various job classifications in every City Department except the Board of Elections, Office of Budget and Management, City Council, the Mayor's Office and the Police Board. The Illinois Nurses Association represents approximately 56 employees classified as Occupational Health Nurse, Public Health Nurse I, Public Health Nurse II, and Nurse Practitioner. These employees are employed in the Chicago Police Department, Chicago Fire Department and the Department of Public Health.

The basic economic terms of the agreements are as follows:

For AFSCME, employees will retroactively receive one percent pay raises January 1, 2013, July 1, 2013, January 1, 2014 and July 1, 2014 and will receive one percent pay raises on January 1, 2015, July 1, 2015, January 1, 2016 and July 1, 2016. Employees will receive a two percent pay raise on January 1, 2017.

The AFSCME agreement regrades two titles for employees, adjusts two Salary Schedules (B and G) to add two entry-level steps which are eight percent below the current entry rate and eliminates three salary schedules (BZ, GZ and GZZ), placing employees on the new B and G schedule at the rate closest to, but not less than, their current rate of pay.

This agreement also extends the City's Paid Parental Leave Policy to eligible employees, allows laid off employees who have greater years of service at the time of lay off to remain in lay off status for a longer period of time, and increases the number of vacation days carried over to five from three for employees with over ten years of continuous service.

Under the Illinois Nurses Association agreement, employees will receive a lump sum payment of \$700 to be paid 30 days following ratification and approval of this agreement. Employees will retroactively receive one percent pay raises January 1, 2014 and July 1, 2014 and receive pay raises of 1.5 percent on January 1, 2015, 1.25 percent on January 1, 2016 and 1.25 percent on January 1, 2017.

The agreement also provides continued health insurance coverage for laid off employees through the end of the month of being laid off, plus up to four additional consecutive months, provided that the employee pays their regular contributions and gives proper notice to the City or City's designee.

The Illinois Nurses Association agreement also allows the City to change rules upon 14 days' notice to the Union, provides the union and employees with 30 days' notice for a lay off and notice of 14 days if the layoff results from loss of grant funding. It allows the City to detail employees for 30 days without giving the union notice; in emergencies, all detailing provisions are waived for 10 working days, permits the City to change the normal workday or workweek with three days' notice, except for Public Health emergencies, in which case the City can do so with 24 hours' notice, provides for all discipline to be arbitrated and that the losing party pay the arbitrator's fee and modifies the City's Drug and Alcohol Program to allow for testing when required by a grant program or intergovernmental agreement.

In addition, for subcontracting, the agreement provides the Union notice at the same time that the City gives Public notice, gives 45 days' notice prior to the City entering a contract with an outside contractor, and allows it to submit alternative proposals within 30 days of receiving notice. The City will request that contractor hire laid off bargaining unit employees.

This agreement is the result of a negotiated settlement between the City and the Illinois Nurses Association and was ratified by the union on June 16, 2014.

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