

TEAMSTERS LOCAL 700

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COOK COUNTY
DEPARTMENT OF CORRECTIONS
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FAQ'S ABOUT THE CONTRACT PROPOSAL

- **We do not have a date yet for the vote.** We were able to sign Tentative Agreements on language and economics on 6/16/2017 around 1900 hours. This gave us little time to prepare any notifications prior to the Craft Meetings taking place. An approximate date for the vote would be late July as of now; we will put out a notification about a finalized date in the coming days.
- **Step Increase Freezes:** The Step Increase Freeze, should the proposal be ratified, would go into effect June 1, 2019 for a two-year period. This would not affect raises or bonuses scheduled during that period of time, it only affects step increases. For example, if you are supposed to receive a step increase by May of 2019, you do under this proposal.
- **FMLA Changes:** There are no changes to FMLA in the proposal other than an increase from 96 to 160 hours that may be used in conjunction with accrued time. This is something that has been used by Officers/Investigators for years. You will still be able to use your FMLA the same way you have in the past, you can still use benefit time in conjunction with FMLA. The negotiation team did a good job of making sure FMLA was protected during this negotiation cycle.
- **Overtime Pay:** No, the rate for overtime has not changed, the rate is still 1.5 times the hourly rate, the time was reduced to 4 hours for overtime and mandating as a guarantee.
- **3 hour call in:** The Sheriff informed us during negotiations that they were looking to change the call in procedure for medical time use in the Sheriff's Orders. The Union can do one of two things after this notification occurred. The Union can demand to bargain or allow the Sheriff to make the change without bargaining, the Union and the negotiating team chose to bargain and receive benefits for the change, instead of allowing the Sheriff to make the change without receiving any benefits for Officers/Investigators.
- **Sheriff (Dart)/County (Preckwinkle) proposal:** No, this is not the Sheriff's (Dart) proposal, the Sheriff's (Dart) proposals were distributed around the compound (removal of Divisional bidding, removing FMLA benefit use, lowering the amount of time available for Divisional calendars, imposing super seniority for perfect attendance, removal of court services bid), these things were rejected by the negotiating team. The County (Preckwinkle) offer is purely regarding financial matters, this is how we were able to get (shift differential, maximum security differential, increased uniform allowance, roll call yearly bonuses, Specialty Unit Pay for Transportation, VRIC, ERT, K9, Sheriff's Furlough, and Training, Paid Maternity/Paternity Leave, Paid Fitness for Duty, Paid FTO time, Removal of the 4 day 32 hour cap on Personal Time, 5 hour work/lunch guarantee, Sick time buy back, changing the sick/comp time from 8 hours comp to 8 hours paid, Me-Too, short term disability (AFLAC) 0% increase in Health Care premiums for this contract, a \$1200 dollar bonus, \$600.00 of it to be paid this year if we can ratify a contract before September, and 4% percent in additional increases in 2019 and 2020). The County (Preckwinkle) was very fair in how they negotiated with the Union and we thank her. The Sheriff wanted more items as you can see from this notification. The negotiating team seized what we could from the Sheriff and left the table as soon as we could to help insure that whatever damage could be done was limited.

-Chief Steward Mark Robinson