SUMMARY – NEW CHANGES
FOR CHICAGO PARK DISTRICT SEIU 73 CONTRACT JULY 1, 2023-JUNE 30, 2027

What Park Members Said They Wanted to Win

1. **$20/hr. minimum wage for all park positions.**
2. **Cost of Living Increases with Longevity Pay**
3. **More Monthly Positions**
4. **Insurance for All**
5. **Fair Promotions Process**

Issue	**Agreement**
$20/hr. minimum for all positions	July 1, 2023, RETRO $18.50 minimum wage for all positions. January 1, 2024, $20 minimum wage for all positions with Hourly Lifeguards at $21.00 minimum/Seasonal lifeguards at $19.
Fair Wage Increases	**<u>For Hourly Employees:</u>** If you are already making more than $20/hr. you will see a $5/hr. increase over the life of the contract. That means: July 1, 2023, $1/hr. RETRO Jan. 1, 2024, $1/hr. That means upon ratification everyone's hourly rate will go to $20/hr. or go up by **$2.00/hr.** If you are below $20/hr., your wage will increase to $18.50 RETRO to July 1, 2023, and then to $20/hr. from 1/1/24. Then you will receive a $1/hr. raise 1/1/25, $1/hr. 1/1/26 and $1/hr. 1/1/27. **<u>For Monthly Employees</u>** RETRO from July 1, 2023, a 3% increase and starting from January 1, 2024, 3% That means upon ratification your salary will be increased by a total of **6%.** January 1, 2025, 4% January 1, 2026, 4% January 1, 2027, 4% Compounded over the life of the contract monthly employees' wages will increase by 19.3% **<u>Seasonal employees</u>** Lifeguards $19/hr. starting 1/1/24; all other Seasonal employees will receive a 3% raise in 2024 and then $0.75 raise each year in 2025, 2026 and 2027
Longevity	Three steps instead of two: 10yrs $40 increase per pay period, equal to $1,040/year 15yrs $45 increase per pay period, equal to $1,170/year 20yrs $50 increase per pay period, equal to $1,300/year
Insurance for All	Any cost increase of over 8% for any of the plans covered by the District. A healthcare trust will explore how to add hourly employees to District health insurance with decision by Jan 1, 2026. On a quarterly basis, SEIU 73 and the District shall meet to explore the expansion of health care eligibility, including the eligible member universe, the costs associated with such expansion, and the comparability of such costs to the health care plans provided to comparable employees employed by the City of Chicago and to health care plans available in the marketplace.

	Authority of the Trust to review and analyze the study and make recommendations and modifications in the health plan to expand eligibility to be made by January 1, 2026.
More Monthly Positions	In order to increase programs for the community, the District shall endeavor to create more "Monthly" positions and the creation of more "Monthly" positions shall be a topic of Labor Management Committee. Any newly created "Monthly" positions shall be governed by the bidding/promotions process as outlined in Article XVI, Section 16.5.
Fair Promotions and Hiring Process	Supervisor jobs are now bid positions. We agree to revamp the current process in order to create measurable objective rubrics and transparency within 6 months of ratification. This is enforceable through arbitration. Qualifications for physical instructors, park and playground supervisors are revamped so you can now qualify with years of experience and college credit, if you do not have a degree. Individuals on the waiver or grandfather list will qualify for these positions.

Additional improvements:

- COVID recognition bonus: $2,250 hazard pay bonus for those staff who worked in person March 21 through June 21, 2020. $1,250 hazard pay bonus for those staff who worked in person June 21, 2020, through June 1,2021.
- 12 weeks paid parental leave beginning in 2025.
- F Time: accumulated F Time will be paid out after reaching 120 hrs. instead of 240, and you cannot be forced to use up your F Time
- Heavy equipment pay for landscape will increase to $3/hr. (previously $2/hr.); garbage truck duty will be included.
- Overnight trips will be paid at 16 hrs./day, employees on-call overnight will receive on-call pay.
- Certifications required for your job will be fully paid for by the District.
- Written warnings will now be grievable.
- Right to take mental health trauma leave when you experience traumatic incident at work.
- Additional 15 min paid break.
- Juneteenth will be an official holiday.
- Remote work access for certain admin titles with policy that is grievable.
- Landscape and Aquatics will be included in expanded involuntary transfer protections that other depts have.
- Expanded rights around scheduling if you have secondary employment or a shift is vacant at your location.
- Expanded benefits and protections for Inclusion Aides that were previously excluded from including access to benefit time and guaranteed pay when there is a cancellation by a participant.
- Rec Leader positions will be guaranteed a minimum of 20 budgeted hrs.
- Seasonal foreman will be a posted position.
- Improved safety language: employees may lock the door of their building if they fear for their safety without discipline; improved language on the District response to safety incidents at parks; creation of 20 Monthly Security positions.
- Employees can get time approved on the clock to register their children for programs.
- Implemented protocol to ensure timely response to indoor pest infestations and malfunctioning equipment related to extreme temperatures (furnaces, A/Cs, etc.). District will implement inspection regime of facilities for asbestos and lead safety.
- A positive test for cannabis on its own will not constitute just cause for discipline.
- The District shall not require bargaining unit members to cross picket lines at CPS facilities where CPS employees are on strike or locked out.
- Sick time will begin accruing at the start of employment for monthlies rather than after 6 months' probation.