



PLUMBERS LOCAL 130 UA

1340 West Washington Boulevard • Chicago, Illinois 60607-1988
Phone: (312) 421-1010 • Fax: (312) 421-9633

KENNETH A. TURNQUIST
Financial Secretary-Treasurer

JAMES F. COYNE
Business Manager

PATRICK F. McCARTHY
Recording Secretary

November 16, 2023

RE: Memorandum of Agreement between Cook County and Coalition of Unionized Public Employees

Dear Brothers & Sisters,

Please find the enclosed memorandum of agreement between the County of Cook ("County") and the Coalition of Unionized Public Employees ("COUPE"), collectively "the parties" for the term December 1, 2020 through November 30, 2024. The parties wish to extend the term of the collective bargaining agreement by one (1) year. The term of that extension shall be December 1, 2024 through November 30, 2025. If you have any questions, please contact Business Representative John Hosty at 312-841-6337 or by email jhosty@ualocal130.org.

Fraternally,

James F. Coyne
Business Manager

JFC:lo

cc: John Hosty, Local 130 Business Representative

"The PLUMBER protects the health of the nation!"

**Memorandum of Agreement between
Cook County and the Coalition of Unionized Public Employees**

This Memorandum of Agreement ("Agreement") is entered into by and between the County of Cook ("County") and the Coalition of Unionized Public Employees ("COUPE"), collectively "the parties."

1. The County and COUPE are parties to a collective bargaining agreement that has a term from December 1, 2020 and is scheduled to expire on November 30, 2024.
2. The parties wish to extend the term of the collective bargaining agreement by one (1) year.
3. The term of that extension shall be December 1, 2024 through November 30, 2025.
4. Parental Leave. The collective bargaining agreement shall be amended to add a new Section 9.10 that states as follows:

Section 9.10 – Paid Parental Leave

An eligible employee shall be entitled to all benefits provided by applicable federal statute and Cook County ordinance and/or policy. Paid Parental Leave shall be considered an alternative to Maternity/Paternity Leave under Section 9.6, and an employee who chooses paid Parental Leave will not be eligible for additional Maternity/Paternity Leave.

5. Sick Pay. Section 8.2 (a) shall be amended beginning December 1, 2023 through November 30, 2025 as follows:

All bargaining unit employees, other than seasonal employees, shall be granted sick leave with pay at the rate of one (1) working day for every ~~other~~ month of service, but at no time to exceed one hundred seventy-five (175) working days. Accruals will be carried out in accordance with the bi-weekly payroll system. Employees must be in a pay status for a minimum of five (5) days in a pay period to accrue time in that period. Accrued sick leave will carry over if employees change offices or departments within the County as long as there is no break in service longer than thirty (30) days.

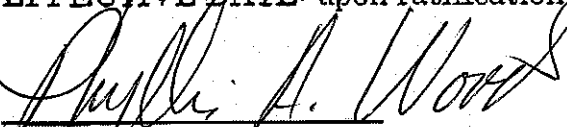
6. **Section 13.12 GPS/AVL:** Effective December 1, 2023, the collective bargaining agreement shall be amended to add a new Section as follows:

Section 13.12 Global Positioning System (GPS/AVL)

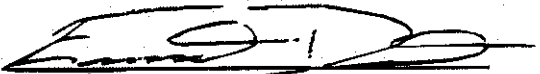
In order to ensure the safety of Cook County employees and to promote efficiency and economy of operations, the County may install any recording medium in any of its facilities, and Global Positioning System (GPS) and/or Automatic Vehicle Locator (AVL) on any of its vehicles and other equipment. The purpose of the recording medium, GPS, or AVL is to ensure the safe and efficient use of County resources and not for the sole purpose of disciplining its employees. However, the recording, GPS, and/or AVIL shall be in compliance with all applicable laws. The recording medium, GPS, and/or AVL shall not be used in a discriminatory or harassing manner.

7. The duration of the Side Letter of Agreement regarding the seven (7) additional holidays shall be extended through November 30, 2025.
8. This Agreement is subject to ratification by the union membership and the Cook County Board of Commissioners. Should either the union membership or the Cook County Board of Commissioners fail to ratify this agreement, the Agreement shall be null and void.
9. To the extent that any provision in this Agreement and the collective bargaining agreement conflict, this agreement shall control through November 30, 2025.
10. Any dispute as to the application or interpretation of the Agreement shall be resolved exclusively pursuant to the respective CBAs grievance procedures.
11. The Union agrees to release and hold the County harmless from any class action grievance or any other claims concerning wages or other economic terms and conditions of employment known or unknown to the parties as of the date of this agreement. The County shall not be required to respond to any such grievance.

EFFECTIVE DATE: upon ratification by the Cook County Board.


 Cook County

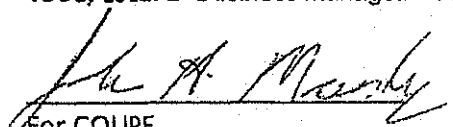
11/13/23
 Date


 International Brotherhood of
 Boilermakers, Local 1

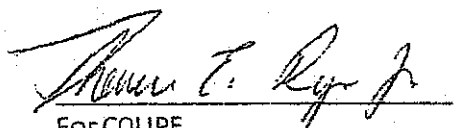
11-6-2023

Juan Gonzalez Jr
 For COUPE Juan Gonzalez Jr.
 IUEC, Local 2 Business Manager/ President

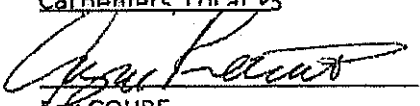
11-3-2023
 Date


 For COUPE
 Plasterers, Local 5
 Plasterers, Local 5

11-7-23
 Date


 For COUPE
 Carpenters, Local 23

10/25/23
 Date


 For COUPE
 Painters District Council 14

10/31/2023
 Date

[Signature]
For COUPE
Int'l Union of Heat & Frost, Local 17

10-31-2023
Date

[Signature]
For COUPE
Bricklayers, Local 21

10-26-23
Date

[Signature]
For COUPE
Glaziers, Local 27

10/31/2023
Date

[Signature]
For COUPE
Iron Workers, Local 63

10-27-23
Date

[Signature]
For COUPE
SMART, Local 73

10-31-23
Date

[Signature]
For COUPE
IAMAW, Local 126

11/2/23
Date

[Signature]
For COUPE
Local 130, UA

10/26/23
Date

[Signature]
For COUPE
Local 134, IBEW

10/31/2023
Date

[Signature]
For COUPE
Local 150, IUOE

Oct 30 2023
Date

[Signature]
For COUPE
Pipe Fitters, Local 597

10/27/23
Date

[Signature]
For COUPE
Local 700, IB

11.1.23
Date

[Signature]
For COUPE
Sign Painters, Local 830

10/31/2023
Date

[Signature]
For COUPE
LIUNA, Local 1092

10/27/23
Date

[Signature]
For COUPE
Local 700. IBT

11-01-2023
Date