

Resolution

FI-R-0236-22

AUTHORIZATION OF A MEMORANDUM OF UNDERSTANDING WITH AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME),
COUNCIL 31

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/*et seq.*) has established regulations regarding union recognition and collective bargaining in the State of Illinois, and

WHEREAS, the group of AFSCME employees in the DuPage County Care Center did authorize the American Federation of State, County and Municipal Employees (AFSCME), Council 31 as their exclusive bargaining agent under the terms and conditions of the Act, and

WHEREAS, the American Federation of State, County and Municipal Employees (AFSCME), Council 31, DuPage County Care Center and County of DuPage entered into a collective bargaining agreement on December 14, 2021, and

WHEREAS, the County and AFSCME have been bargaining in good faith to reach agreement on a Memorandum of Understanding regarding hazard pay, and

WHEREAS, the Care Center, County and the American Federation of State, County and Municipal Employees have agreed to the Memorandum of Understanding for the paying of Hazard Pay to Care Center Employees when and where applicable, and

WHEREAS, the union members have ratified the tentative MOU, and

NOW THEREFORE, BE IT RESOLVED, that the DuPage County Board does hereby ratify, accept and adopt the attached Memorandum of Understanding between the American Federation of State, County and Municipal Employees (AFSCME), Council 31, the DuPage County Care Center, and County of DuPage.

BE IT FURTHER RESOLVED that the County Board Chairman be authorized to execute said Memorandum of Understanding, and

BE IT FURTHER RESOLVED that the County Clerk transmit a copy of this resolution to the Human Resources Department, County Board Office, and the Care Center.

Enacted and approved this 14th day of June, 2022 at Wheaton, Illinois.

DANIEL J. CRONIN, CHAIRMAN
DU PAGE COUNTY BOARD

Attest: _____
JEAN KACZMAREK, COUNTY CLERK

Memorandum of Understanding Between County of DuPage and AFSCME Council 31

The County of DuPage (the “County”) and the American Federation of State, County and Municipal Employees, Council 31 enter this Amended Memorandum of Understanding on the 12th day of June, 2022. The parties agree to the following:

1. In March 2020, the County has established the 1 East Unit as the place to quarantine residents who show symptoms of COVID 19 (fever, difficulty breathing, a new or change in cough or sore throat). According to prior agreement between the parties, the County paid employees who provided services on 1 East (or any other unit deemed by the County to quarantine positive COVID, later amended to include Persons Under Investigation (PUI) for COVID) a \$5 per hour increase in pay while the employee performed services on that unit. (the “Covid Stipend”). That stipend did not apply when employees performed services on the 1 East Unit (or any other unit deemed to quarantine positive COVID or Persons Under Investigation (PUI) for COVID) and there are no residents placed on the unit due to COVID-19 related reasons.
2. Pursuant to the terms of those prior agreements, the Covid Stipend expired on the date the parties ratified their current collective bargaining agreement.
3. The County will resume payment of the Covid Stipend effective December 15th, 2021. To be clear, for purposes of this MOU, Persons Under Investigation (PUI) for COVID means as follows. The County pays the Covid Stipend for employees performing services on the 1 East Unit when there is a resident placed on the unit due to COVID-19 related reasons. The County also will pay employees working the shift and unit where the resident resided when they received a positive result and then transported to 1 East. If that resident had a roommate, the roommate is a Person Under Investigation and is also transferred to the COVID Unit in the PUI section.
4. This MOU shall expire on December 31, 2022, unless otherwise terminated or extended by the parties.

AFSCME COUNCIL 31

COUNTY OF DUPAGE

By: _____

By: _____

Its: _____

Its: _____

Date: _____

Date: _____