WE HAVE A CONTRACT!

Job security is a big win in our agreement, and a 2% wage increase coming July 1!

Our union bargaining committee (seen above) started negotiations with the Board earlier this year to reach a fair contract. In January, the committee presented a three-year contract that protects our jobs, our wages, and our dignity at work. This agreement turned out a record number of members to vote on the tentative agreement at locations across the city on January 28, and more than 86% of members voted YES on our tentative agreement!

Highlights of our new contract include:

- **No privatization of custodians and SECAs.** These jobs are guaranteed to remain public union jobs under this contract. See page 2 for more information on custodians.
- **No current intention to privatize other job titles.** If the Board does try to privatize any job title, they have to give the union 60 days notice so that the union can propose solutions that would save our jobs.
- **Guaranteed minimum of 825 custodial positions.**
- **Professional development training** for all SECAs.
- **Stabilized Bus Aide routes every year.** If a Bus Aide is removed from a midday route, the Board must provide a reason and the Bus Aide can appeal.
- **Improved evaluation system** with fair guidelines. See page 3 for more information.
- **Overtime for Security Officers on an equal basis** with offers rotated through the entire group.

The contract, which takes effect July 1, is currently being reviewed and double checked for errors by both the Union and Board. Copies of the contract will be available to each member at the beginning of the 2015-2016 school year.

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<th>WAGE INCREASES IN EVERY YEAR OF THE CONTRACT!</th>
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<td><strong>Year 1</strong> 2% wage increase on July 1, 2015 for</td>
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<td>all members added to the base salary.</td>
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<td><strong>Year 2</strong> 2% wage increase on July 1, 2016 for</td>
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<td>all members added to the base salary.</td>
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<td><strong>Year 3</strong> 2% wage increase on July 1, 2017 for</td>
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We also have a “me-too” clause on wages for every year in the contract. In the event that CPS agrees to give non-teacher members of CTU a general wage increase or salary increase of more than 2% from July 1, 2015 to June 30, 2018, Local 73 bargaining unit members will receive the same general wage or salary increase. A full contract summary is available on our website: www.SEIU73.org.
This school year we joined together with parents, teachers, and community allies to make sure all Chicago Public Schools have the highest standards of cleanliness. As schools opened, however, a storm of complaints came out about the shocking lack of cleanliness, a problem that was never an issue before the Board chose to privatize part of the managerial custodial work to Aramark.

Aramark promised the Board in their $260-million contract they could do the same job with less people and they have not lived up to their promise. This private company is supposed to be managing all custodial staff, but Aramark chose to use just a few managers to oversee more than 600 public schools in Chicago. This small and ever-changing managerial staff at Aramark, combined with 250 layoffs of private custodians and several other problems led to dirty schools and many complaints.

The Union has and will continue to meet with Board to fix the problems faced by members since Aramark came in. Problems we are pushing to resolve include:

- Improving fair and efficient scheduling to put a stop of frequently changing schools.
- Inadequate or poor quality supplies.
- Bringing staffing up to adequate levels so we can keep our schools thoroughly clean.
- Providing proper equipment or bringing back important equipment that was taken away.
- What to do when heavy labor-saving machines they provided cannot be used in buildings without elevators.

IT’S TIME FOR A CHANGE! END THE ARAMARK EXPERIMENT NOW!

After months of complaints and dirty schools with insufficient supplies, it is obvious the Aramark contract is not working for our schools, students, and faculty.

The Board has a clause in their contract with Aramark that gives the option to opt out of their contract with 180 days notice. **We are demanding the Board give Aramark this 180-day notice.**

Put the $260-million of public funds devoted to the Aramark contract back into the CPS budget where it belongs! It’s time to hire more public custodians and bring back the great level of service and cleanliness that is expected and required in our schools!
The old performance evaluation system was badly in need of repair and gave authority to principals to abuse the system. This often resulted in low evaluation scores and last-minute “got you” games that led to unfair and unjust layoffs. Members were also living in fear of being penalized for taking benefit time that is guaranteed under the contract.

We have worked with CPS to reform the performance evaluation system. This new system creates a fair and objective process by creating an appeal process for low scores.

A major improvement in the fairness of the process is that using benefit time will not negatively impact performance evaluation ratings unless there is clear evidence of abuse.

Changes agreed to by the Union and CPS include:

- Principals and administrators must explain job expectations to members at the start of the school year.
- If an administrator believes a worker to be performing at a less than proficient level, an evaluation meeting must be held between Dec. 1 and Feb. 15. A member may not receive a rating of “unsatisfactory” unless this meeting was held.
- Members can submit a self-evaluation for inclusion in their file between Nov. 1 and Nov. 30. We strongly encourage all members to perform this self-evaluation and submit it.
- Staff may not be downgraded for taking properly approved benefit time (sick, personal, FMLA, etc.). However, an employee may be marked down if there is evidence of a pattern of abusing benefit time.
- If there is negative feedback an administrator, there must be supporting documentation. This includes but is not limited to: attendance records, discipline records, meeting notes, letters from parents, coworkers, and specific examples of behavior observed by the evaluator or others.
Meet Your Union Representative

Your Union Representative is available to help you with any work-related questions or concerns you may have. Contact them by calling the Member Resource Center at 312.588.7630.

Frank Klein
North City Limits to Wilson Ave.

Science Meles
Wilson Ave. to North Ave.

Howard Hogue
North Ave. to Harrison

Taalib-Din Ziyad
Harrison to Germak Road

Trumaine Reeves
Germak Road to 55th St.

Carolyn Hardy
55th St. to 83rd St.

Ron Lee
83rd St. to South City Limits

CPS MEMBERSHIP MEETING
MAY 30, 10 A.M. TO NOON
Local 73 Office
300 S. Ashland, Chicago

This is your chance to meet with your Union representatives, raise your concerns, talk about your issues, and have your voice heard!

Call the Member Resource Center at 312.588.7630.