

# Chicago Park District and SEIU Local 73 Negotiations

January 17, 2019





We are proud of our parks and the work we do. Our approach to negotiations will include:

- ❑ Taking a problem solving approach
  - ❑ Having a strategic approach aimed at transformative improvement in the lives of Park District workers and continued improvement in our parks
  - ❑ Focusing on interests, not hardened positions
  - ❑ Not assuming that there is one right answer or that we know what it is
  - ❑ Bargaining hard but respectfully
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# Hourly Jobs Should Be Quality Jobs

- ▶ *“I would like to get equal pay with monthly instructors. I have the same responsibilities for the work that I’m doing. I only get 35 hours of paid time off for 52 weeks per year - one week for the whole year? It’s kind of tough living paycheck to paycheck and not being able to take vacation. I can barely ever take time off and I want to be able to travel and enjoy my life, too.”*
  - Lamar King Hourly Natatorium Instructor Austin Town Hall Park
- ▶ *“I am concerned about the hourly workers. They put a lot of pressure on us to be at work every day and the hourly workers get very little paid time. If they get sick, they don’t have benefits to go to the doctor. I want them to have benefits so they can stay healthy and work in our environment where we are responsible for saving lives.”*
  - Daniel Cintron Monthly Employee Beaches and Pool

## Hourly Jobs Should Be Quality Jobs

### What's the problem?

- ▶ Over ½ the year round workers are hourly
- ▶ Work 52 weeks per year with no paid vacation and only one paid holiday
- ▶ Do the same work as monthly workers in the same job title but often for 60% of the equivalent hourly rate
- ▶ Scheduled less than 30 hours per week resulting in a denial of health benefit eligibility
- ▶ No clear path to full-time monthly positions

## Hourly Jobs Should Be Quality Jobs

### So what?

- ▶ The Park District offers Chicago families opportunities to balance work and home life, but does not offer paid vacation or enough paid holidays to over half of its employees
- ▶ Workers cannot support their families on part-time hours with part-time wage rates
- ▶ Keeping hours below 30 per week is not based on the programmatic needs of the parks and our communities but rather has the effect of denying health insurance eligibility
- ▶ Workers are interested in making a career of service in the Park District, but these jobs make it difficult for them. The conditions force people to make hard choices between their families and the parks - often forcing good workers to leave
- ▶ The short hours and over-reliance on part-time workers undermines programs, safety, and cleanliness in the parks.

## Hourly Jobs Should Be Quality Jobs

### What can we do about it?

- ▶ There needs to be a commitment to more full-time monthly positions and a clear path to move from hourly to monthly
- ▶ Equal pay for equal work
- ▶ Pro-rata paid time off benefits
- ▶ Health insurance eligibility

# Filling Vacancies and a Fair Transfer and Promotion Policy

- ▶ *“I started with the Parks District as a seasonal attendant in June 24,2009 when I was 41 years old. I was promoted to hourly attendant on January 11,2010. Although I have interviewed for a full time attendant position over 35 times despite having and presenting numerous letters of reference for transition to the full-time attendant position from many of my supervisors demonstrating my ability to excel at in a full time position, the district refuses to promote me because I believe there is a flawed, biased system where nepotism, political, fraternal and personal friendships as well as occupational favors are the deciding factors on how employees are scored in the interview process for those applicants who transition into full time positions.” - Sean Gardner, Park Attendant*

# Filling Vacancies and a Fair Transfer and Promotion Policy

- ▶ *“After 19 years, I’m waiting to see if I can get promoted to a monthly position. I get paid way less than a monthly and I do the same exact same work for the hours we work. Our supervisors expect the same work and same quality of work as monthly employees, but we’re not paid for it. I honestly don’t have a benefits - no medical, no vacation. I have a family. If I get sick, if they get sick, I can’t afford to miss work because I don’t have the paid time. If I do go to the doctor, that’s me paying out of pocket and missing work and I can’t afford it. The cost of living in Chicago, I can’t afford to live on my own. I’ve thought about getting a second job, but I have to still have to prioritize my work with the Park District. And a second job would also mean me missing out in time with my family.”*

- Johanna Lleva, Hourly Natatorium Instructor, Portage Park Pool

# Filling Vacancies and a Fair Transfer and Promotion Policy

## What's the problem?

- ▶ Positions are left vacant, not filled, or monthly positions replaced by hourly
- ▶ Job descriptions are missing and changed
- ▶ Many believe that favoritism and patronage is too often the basis on how jobs are filled
- ▶ Transfers are inconsistent and not always according to CBA
- ▶ The Park District is not held accountable to its own commitment to current employees and their upward mobility

# Filling Vacancies and a Fair Transfer and Promotion Policy

## So what?

- ▶ Vacant positions or reducing to part-time harms our services to the community (quality, beautifully maintained, not meeting needs, building hours)
- ▶ Overtime = less staff later
- ▶ Interviews are denied or used to deny promotions to qualified internal applicants
- ▶ Job descriptions are tailored to keep some people out and let others in
- ▶ Safety of staff & community
  - Venus Valino “I was alone at Wolfe Playground for almost a year due to 2 position vacancies not being filled”
- ▶ The current system creates resentment among current workers

# Filling Vacancies and a Fair Transfer and Promotion Policy

## What can we do about it?

- ▶ Fill positions when they become vacant- no vacancy allowance
- ▶ Make a commitment to create more full-time monthly positions
- ▶ Transition current year round hourly employees to vacant monthly positions giving more weight to District seniority
- ▶ Transfers using district seniority, rather than time in title
- ▶ Use District Seniority for promotions to higher paid jobs that carry greater responsibility, so less senior people being promoted over more senior employees is the rare exception and not the rule
- ▶ Rely more on objective, not subjective measures
- ▶ The Park District should live up to its commitments to its own workforce

## Job Security and Due Process

Recently a member was put on emergency suspension due to a court error. After the member, the union rep and his attorney presented all the document to support this error. The District failed to notify the member, his supervisor or payroll that he would be paid for the 3 days he was suspended. Even the park supervisor requested a status report from HR prior to the payroll being submitted. The District never replied and the member was 3 days short on his check right before the Christmas holiday.

## Job Security and Due Process

### Another Recent Example

- ▶ Another member was placed on emergency suspension at Tuley Park after a basketball game incident. It was alleged that the member threw a ball at a park patron during a basketball game. After being put on suspension. The member couldn't return to the park to gather witness statement or speak to staff. This member was on emergency suspension for 3 months without pay. Once the union contacted HR regarding a status report. The member was contacted by HR to return to work without communication of outcome for the allegation infraction. No back pay or explanation was given by the District.

## Job Security and Due Process

### What's the problem?

- ▶ The District subcontracts out about \$60m worth of work per year
- ▶ While there is just cause in the contract, there is not effective recourse for workers
- ▶ The District doesn't always respond in a timely manner either with information or grievance responses

# Job Security and Due Process

## So what?

- ▶ Why does the District contract out so much work that could be performed in-house?
- ▶ Workers do not have due process rights in disciplinary cases
- ▶ Justice delayed is justice denied
- ▶ This process causes financial hardships for our members and needs to be reevaluated.

## Job Security and Due Process

### What can we do about it?

- ▶ Bring subcontracted work back in-house
- ▶ Make a commitment that workers don't lose pay or benefits as a result of any subcontracting
- ▶ Require that a subcontractor hire the workers and 'me, too' the Union contract
- ▶ Make all disciplinary actions subject to the grievance and arbitration procedure
- ▶ Use written warnings instead of suspensions
- ▶ Apply the same standard to the Union and District when it comes to time limits

# Compensation and Benefits

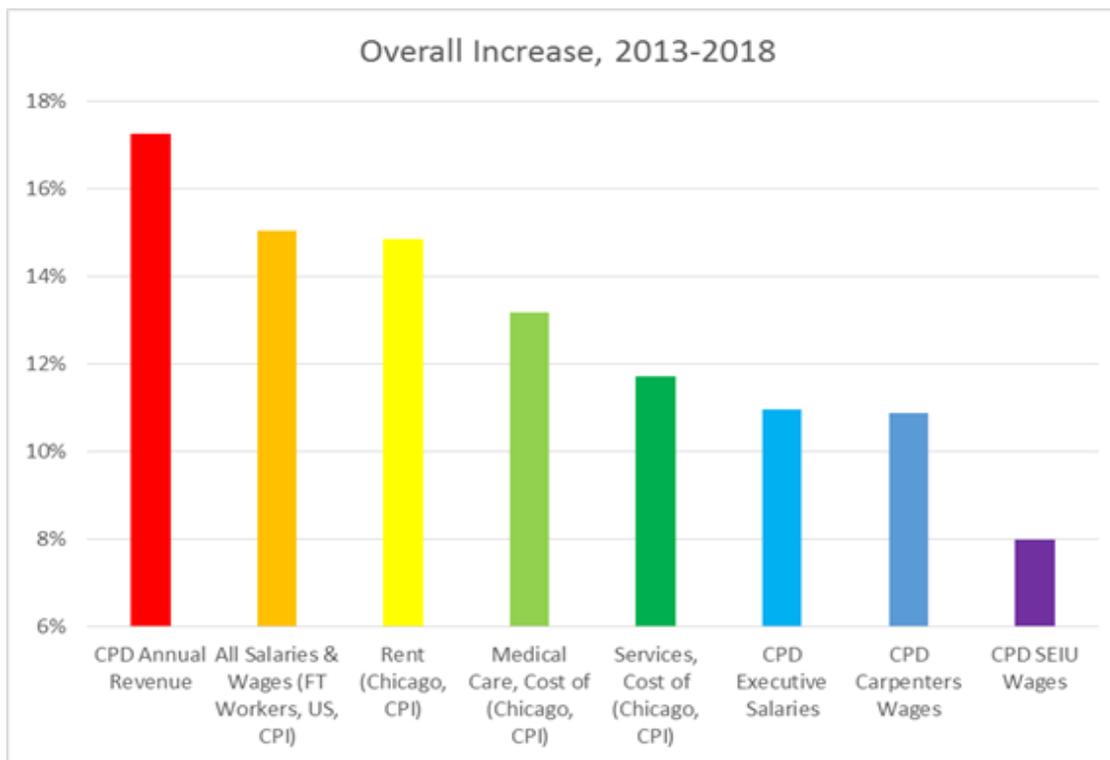
- ▶ *We are human beings, we deserve paid time off and better hourly wages for us to have a minimum of sustainable life.*
  - Ernesto Alonso, Special Recreation Leader, Harrison Park.
- ▶ *“The largest problem I have is that it has become hard to support myself on my own living in the City of Chicago. I feel like as an adult, I should be able to afford an apartment, buy groceries, be able to afford healthcare but I can’t with my current pay. If we have to live in Chicago, then we should be paid enough to live here.”*
  - Kwame Freeman Hourly Natatorium Instructor Mather Park

# Compensation and Benefits

## What's the problem?

- ▶ Wage increases in recent years have been insignificant
- ▶ Longevity is not rewarded
- ▶ The lowest paid jobs make too little to live in the City of Chicago
- ▶ People doing the same work are not paid the same
- ▶ Out-of-pocket costs for prescription and Dr visits are becoming prohibitive
- ▶ The pension is underfunded because of a historically low employer contribution and poor investment decisions

# Wage Increases Are Lower than all Reasonable Benchmarks



# Compensation and Benefits

## So what?

- ▶ Over 70% of the year round work force earns less than 50% of the Chicago median income for a family of 4 (over 90% earn less than the median family income for a family of one)
- ▶ Wage increases in the last contract were less than increases in CPD annual revenue, US salary increases, housing and healthcare inflation, CPD management increases, and CPD skilled trades increases over the same time period
- ▶ Inflation is going up close to 3% this year, the labor market is tighter and the minimum wage has increased dramatically in Chicago over the past 3 years
- ▶ Out of pocket healthcare costs have eaten whatever small raises we received
- ▶ Our retirement is threatened and we will not receive social security either

# Compensation and Benefits

## What can we do about it?

- ▶ Make sure every worker receives larger wage increases than in the past in every year of this contract
- ▶ Make longevity increases meaningful
- ▶ Lift the lowest paid workers
- ▶ Commit to equal pay for equal work
- ▶ Stabilize out of pocket healthcare costs
- ▶ Fully fund the pension