

March 21, 2024

**APPROVE SETTLEMENT BETWEEN THE BOARD OF EDUCATION OF THE CITY OF CHICAGO AND
SEIU LOCAL 73 ON BEHALF OF CERTAIN CUSTODIAL WORKERS,
GRIEVANCE NO. 200183
LABOR ARBITRATION**

THE GENERAL COUNSEL RECOMMENDS THE FOLLOWING PROPOSED SETTLEMENT:

DESCRIPTION: SEIU Local 73 filed a grievance claiming that the Board has not complied with Section 4-3 of the parties' 2018-2023 CBA, which states that: "the Board shall provide longevity pay for Custodial Workers and Bus Aides as follows: ten to fifteen years of service \$1.00 per hour; sixteen to twenty years of service \$1.50 per hour; twenty-one years and thereafter \$2.00 per hour." Specifically, SEIU claims that certain Board Custodial Workers (including Lead and Factor Custodial Workers) did not receive longevity pay adjustments.

The parties have reached a settlement, and the General Counsel recommends that the Board settle the grievance for \$2,224,692.91 (Two Million Two Hundred and Twenty Four Thousand, Six Hundred and Ninety Two Dollars and Ninety One Cents).

LSC REVIEW: Not applicable.

AFFIRMATIVE ACTION STATUS: Not applicable.

FINANCIAL: Charge payment for FY 2024 of \$2,224,692.91.

AUTHORIZATION: Authorize the General Counsel to execute the Settlement Agreement and all ancillary documents related thereto.

GENERAL CONDITIONS:

Inspector General – Each party to the agreement shall acknowledge that, in accordance with 105 ILCS 5/34-13.1, the Inspector General of the Chicago Board of Education has the authority to conduct certain investigations and that the Inspector General shall have access to all information and personnel necessary to conduct those investigations.


Conflicts – The agreement shall not be legally binding on the Board if entered into in violation of the provisions of 105 ILCS 5/34-21.3 which restricts the employment of or the letting of contracts to former Board members during the one year period following expiration or other termination of their terms of office.

Indebtedness – The Board's Indebtedness Policy adopted June 26, 1996 (96-0626-PO3), as amended from time to time, shall be incorporated into and made a part of the agreement.

Ethics – The Board's Ethics Code adopted May 25, 2011 (11-0525-PO2), as amended from time to time, shall be incorporated into and made a part of the agreement.

Contingent Liability – The agreement shall contain the clause that any expenditure beyond the current fiscal year is deemed a contingent liability, subject to appropriation in the subsequent fiscal year budget(s).

APPROVED,

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RUCHI VERMA
General Counsel