

**Memorandum of Agreement between  
Cook County/Office of the Chief Judge of Cook County and the Chicago Newspaper Guild**

This Memorandum of Agreement (“agreement”) is entered into by and between the County of Cook (“County”)/Office of the Chief Judge of Cook County (“OCJ”) and the Chicago Newspaper Guild (“CNG”), collectively “the parties.”

1. The County/OCJ and CNG 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. The Rates of Pay provision in the collective bargaining agreement shall be amended as follows:
  - (a) effective the first full pay period on or after June 1, 2021 the pay rates for all classifications shall be increased 1.50%; and
  - (b) effective the first full pay period on or after December 1, 2021, the pay rates for all job classifications shall be increased by 3.50%; and
  - (c) effective the first full pay period on or after June 1, 2022, the pay rates for all job classifications shall be increased by 2.50%; and
  - (d) effective the first full pay period on or after June 1, 2023, the pay rates for all job classifications shall be increased by 2.50%; and
  - (e) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 2.00%; and
  - (f) effective the first full pay period on or after June 1, 2025, the pay rates for all job classifications shall be increased by 5.00%.
5. Parental Leave. The collective bargaining agreement shall be amended to add a new Section 10.11 that states as follows:

**Section 10.11 – Paid Parental Leave**

An eligible employee shall be entitled to all benefits provided by applicable federal statute and Office of the Chief Judge policy.

6. 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.
7. To the extent that any provision in this agreement and the collective bargaining agreement conflict, this agreement shall control through November 30, 2025.

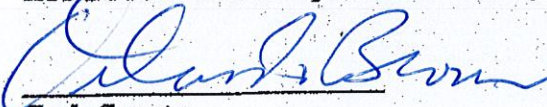
8. The additional yearly increase as noted in Section 4.b. of this Agreement shall apply to all classifications, but the parties acknowledge and agree that the contractual increase in the base rate for the per diem (session) interpreters that occurred on December 1, 2022 shall not be increased by the 3.5% applicable on 12-1-2021. The pay rates for per diem (session) interpreters shall be as follows on and after 12-1-2021:

- A. Effective the first full pay period after 12-1-2021 (Non-certified Rate: 28.131; Certified Rate: 38.187)
- B. Effective the first full pay period after 6-1-2022 (Non-certified Rate: 28.835; Certified Rate: 39.142)
- C. Effective the first full pay period after 12-1-2022 (Non-certified Rate: 32.64; Certified Rate: 40)
- D. Effective the first full pay period after 6-1-2023 (Non-certified Rate: 33.456; Certified Rate: 41)
- E. Effective the first full pay period after 6-1-2024 (Non-certified Rate: 34.125; Certified Rate 41.82)
- F. Effective the first full pay period after 6-1-2025 (Non-certified Rate: 35.831; Certified Rate 43.911)

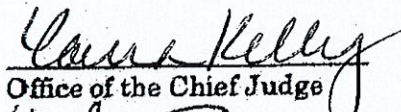
9. Any dispute as to the application or interpretation of the agreement shall be resolved exclusively pursuant to the respective CBAs grievance procedures.

10. The Union agrees to release and hold the County/OCJ 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, except as necessary to enforce the terms of this Agreement. The County/OCJ shall not be required to respond to any such grievance. This Agreement does not preclude future grievances based upon occurrences arising after the execution of this Agreement but no remedy for back wages shall include any amount for wages claimed to be earned prior to the execution of this Agreement. Furthermore, this Agreement has no effect on potential backpay to any active disciplinary grievance filed before the execution of this Agreement.

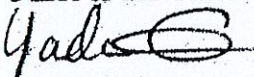
**EFFECTIVE DATE:** upon ratification by the Cook County Board.

  
Cook County

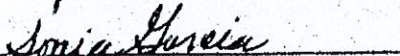
10/20/23  
Date

  
Office of the Chief Judge

10/20/23  
Date



10/20/23

  
Chicago News Guild

10/20/23  
Date