COLLECTIVE BARGAINING AGREEMENT

Between

LOCAL 73, HC
SERVICE EMPLOYEES INTERNATIONAL UNION
(S.E.I.U.), AFL-CIO

And

COUNTY OF COOK
(John H. Stroger, Jr. Hospital/Cermak Health Services)
(Service Employees)

Effective

December 1, 2001 through November 30, 2004
Section 1. "The Province"

The Company shall be responsible for the provision of all necessary facilities and resources to ensure the safe and healthy working conditions for all employees. The Company shall ensure that all employees are provided with the necessary training and equipment to perform their duties effectively. The Company shall also ensure that all employees are adequately compensated for their work.

Section 2. "The Province"

Employees shall be entitled to a minimum of forty hours of paid vacation per year. The Company shall provide all employees with a paid vacation of at least five days per annum. The Company shall also provide all employees with a paid sick leave of at least five days per annum.

Section 3. "The Province"

The Company shall ensure that all employees are provided with a safe and healthy workplace. The Company shall implement and maintain a comprehensive safety program to prevent workplace accidents and injuries. The Company shall also provide all employees with necessary personal protective equipment to ensure their safety.

Section 4. "The Province"

All employees shall be entitled to a minimum of forty hours of paid vacation per year. The Company shall provide all employees with a paid vacation of at least five days per annum. The Company shall also provide all employees with a paid sick leave of at least five days per annum.

Section 5. "The Province"

The Company shall ensure that all employees are provided with a safe and healthy workplace. The Company shall implement and maintain a comprehensive safety program to prevent workplace accidents and injuries. The Company shall also provide all employees with necessary personal protective equipment to ensure their safety.

Section 6. "The Province"

The Company shall ensure that all employees are provided with a safe and healthy workplace. The Company shall implement and maintain a comprehensive safety program to prevent workplace accidents and injuries. The Company shall also provide all employees with necessary personal protective equipment to ensure their safety.
Section 3. Objectives of the Employment Policy

The employer recognises that its employees are an integral part of its business operations. The employer undertakes to ensure that its employees are employed in an environment that promotes their rights as individuals, provides them with opportunities for personal and professional development, and allows them to contribute to the achievement of the company's objectives.

Section 4. Definition of Terms and Conditions of Employment

All employees of the company shall be entitled to a comprehensive package of benefits that includes but is not limited to the following:

- Regular remuneration in accordance with the company's remuneration policy
- Health and accident insurance
- Retirement benefits
- Leave entitlements
- Training and development opportunities
- Access to a safe and healthy working environment

Employee misconduct or failure to comply with company policies will result in appropriate disciplinary action, up to and including termination of employment.

Section 5. Employment Conditions

The company reserves the right to terminate employment at any time for any reason, and employees are required to comply with all company policies and procedures.

Section 6. Employees' Rights

Employees have the right to a safe and healthy working environment, freedom of association, and protection against unfair dismissal.
Section 4: Background in Work Force

Working in the hospital and being a nurse or medical professional is a demanding job. Nurses are often responsible for the care of patients in a hospital setting. They must be able to work under pressure and make quick decisions. This section will provide an overview of the work nurses do in order to prepare you for the next section.

Section 5: Function, Tenderloin, and Flemish

Nurses are responsible for a variety of tasks, including patient care, medication administration, and patient education. They must be able to work effectively in a team setting and communicate effectively with other members of the healthcare team. This section will provide an overview of the tasks nurses perform in order to prepare you for the next section.

Section 6: Supportive Services

Supportive services are essential to the functioning of the healthcare system. They include the services of social workers, case managers, and discharge planners. This section will provide an overview of the services provided by supportive services in order to prepare you for the next section.

Section 7: Education of Professionals

Healthcare professionals must be well educated and trained in their field. This section will provide an overview of the education required for healthcare professionals in order to prepare you for the next section.

Section 8: Employment

Nurses are in high demand and there are many opportunities for employment in the healthcare field. This section will provide an overview of the employment opportunities available for nurses in order to prepare you for the next section.

Section 9: Conclusion

In conclusion, being a nurse or medical professional is a rewarding career. It requires dedication, hard work, and a strong commitment to patient care. This section will provide a final summary of the information presented in this document in order to help you keep it all in perspective.
the term of this Agreement.

ARTICLE VI

Section 1. Term of Employment.

The term of employment shall be for a period of [ ] years, commencing on [ ] and ending on [ ], subject to renewal or termination as provided for herein.

Section 2. Transition.

If either party shall fail or refuse to perform any of the terms or conditions of this Agreement, the other party shall have the right to terminate this Agreement immediately.

Section 3. Notices.

All notices required or permitted under this Agreement shall be in writing and shall be deemed to have been given when delivered personally, sent by certified mail, or delivered by a recognized courier service.

Section 4. Governing Law.

This Agreement shall be governed by and construed in accordance with the laws of [ ], without regard to its conflicts of law principles.

Section 5. Entire Agreement.

This Agreement constitutes the entire agreement between the parties with respect to the subject matter hereof and supersedes all prior agreements and understandings, whether written or oral.

Section 6. Severability.

If any provision of this Agreement is held to be invalid, illegal, or unenforceable, the remaining provisions shall remain in full force and effect.

Section 7. Indemnification.

Each party shall indemnify and hold harmless the other party from and against any and all losses, damages, costs, and expenses arising out of or in connection with any claim or suit brought by a third party against any party arising out of or related to this Agreement.

Section 8. Amendment.

This Agreement may be amended from time to time by written agreement of the parties.

Section 9. Counterparts.

This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

Section 10. Assignment.

Neither party shall assign this Agreement or any of its rights or obligations hereunder without the prior written consent of the other party.

Section 11. Waiver.

No waiver of any right or remedy hereunder shall be effective unless in writing and signed by the party waiving such right or remedy.

Section 12. Interpretation.

In the event of any conflict or ambiguity between the terms of this Agreement and any other agreements, instruments, or documents, this Agreement shall control.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

[Signature]
[Name]
[Title]
[Company]

[Signature]
[Name]
[Title]
[Company]
Section 2, New, Change of Classification

A. New Classification: Preference

When the term of the Agreement is reached, the County may establish and change the job classification for the following types of employees:

1. Those employed for a specified term who are classified as professional employees.

2. Those employed in temporary positions who are classified as professional employees.

B. Effect of Change on Salary

The change in classification may result in a change in salary, but the salary shall not be increased by the change in classification.

C. Effect on Employment

The change in classification does not affect the employment status of the employee.

D. Notice of Classification Change

The change in classification shall be effective on the date specified in the Agreement.

Section 3, Change of Employee

A. New Employee

When the term of the Agreement is reached, the County may establish and change the job classification for the following types of employees:

1. Those employed for a specified term who are classified as professional employees.

2. Those employed in temporary positions who are classified as professional employees.

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C. Effect on Employment

The change in classification does not affect the employment status of the employee.

D. Notice of Employee Change

The change in classification shall be effective on the date specified in the Agreement.

Section 4, New, Change of Classification

A. New Classification

When the term of the Agreement is reached, the County may establish and change the job classification for the following types of employees:

1. Those employed for a specified term who are classified as professional employees.

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B. Effect of Change on Salary

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C. Effect on Employment

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D. Notice of Classification Change

The change in classification shall be effective on the date specified in the Agreement.
Section 2 - Weekend Work

A weekend is defined as beginning at 10 a.m. on a weekend and ending on the following Monday at 10 a.m. The employee will be notified at least 24 hours in advance of the weekend.

Section 3 - Holiday Work

On weekends, the employee must work on the following holidays:

- Martin Luther King Jr. Day
- Presidents Day
- Independence Day
- Christmas Day
- New Year’s Day
- Thanksgiving Day
- Labor Day
- Veterans Day
- Columbus Day

Section 4 - Regular Work

The employee must work on the following:

- Regular work
- Overtime work
- Extra work

Section 5 - Weekend, Regular, and Holiday Work

The employee must work on the following:

- Regular work
- Overtime work
- Extra work

Section 6 - Time and Payment

The employee will be paid at the rate of time and a half for any overtime work done on weekends and holidays.

Section 7 - Union Contract

The employee is subject to the terms and conditions of the collective bargaining agreement.

Section 8 - Termination

The employee may be terminated for any reason at the employer's discretion.

Section 9 - Acknowledgment

The employee has read and understood this document.
ARTICLE IV

ARTICLE VA

ARTICLE VI

ARTICLE VII

ARTICLE VIII

ARTICLE IX

ARTICLE X

ARTICLE XI

ARTICLE XII

ARTICLE XIII

ARTICLE XIV

ARTICLE XV

ARTICLE XVI

ARTICLE XVII

ARTICLE XVIII

ARTICLE XIX

ARTICLE XX

ARTICLE XXI

ARTICLE XXII

ARTICLE XXIII

ARTICLE XXIV

ARTICLE XXV

ARTICLE XXVI

ARTICLE XXVII

ARTICLE XXVIII

ARTICLE XXIX

ARTICLE XXX

ARTICLE XXXI

ARTICLE XXXII

ARTICLE XXXIII

ARTICLE XXXIV

ARTICLE XXXV

ARTICLE XXXVI

ARTICLE XXXVII

ARTICLE XXXVIII

ARTICLE XXXIX

ARTICLE XL

ARTICLE XLI

ARTICLE XLII

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ARTICLE XLIV

ARTICLE XLV

ARTICLE XLVI

ARTICLE XLVII

ARTICLE XLVIII

ARTICLE XLIX

ARTICLE L

ARTICLE LI

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ARTICLE LIII

ARTICLE LIV

ARTICLE LV

ARTICLE LVII

ARTICLE LVIII

ARTICLE LX

ARTICLE LXI

ARTICLE LXII

ARTICLE LXIII

ARTICLE LXIV

ARTICLE LXV

ARTICLE LXVI

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ARTICLE X

Section I. Removal.

Any employee may be removed by the Company in its discretion upon proving to the satisfaction of the Company that the employee is incapable of performing the duties of his or her position.

Section II. Termination.

Any employee who is terminated for any reason shall be notified in writing by the Company and shall be given an opportunity to resign voluntarily after the termination. If the employee fails to resign voluntarily, the employee shall be discharged for cause.

Section III. Severance Pay.

If an employee is terminated for any reason other than cause, the Company shall pay the employee severance pay equal to one week's pay for each year of service, up to a maximum of 12 weeks.

Section IV. Notice of Termination.

The Company shall provide the employee with written notice of termination at least 30 days prior to the effective date of termination, except in cases of exigent circumstances where such notice cannot be provided.

Section V. Final Pay.

The Company shall pay the employee all accrued wages and benefits as of the date of termination.

Section VI. Benefits.

The employee's benefits, including health insurance and retirement benefits, will continue for a specified period after termination, as determined by the Company.

Section VII. Restrictive Covenants.

The employee agrees to comply with any restrictive covenants that may be applicable, including non-compete and non-solicitation agreements.

Section VIII. Dispute Resolution.

Any disputes arising from the terms of this Agreement shall be resolved through mediation or arbitration, as provided by law.

Section IX. Governing Law.

This Agreement shall be governed by and construed in accordance with the laws of the State of [State], without giving effect to any choice or conflict of law provision or rule that would cause the application of the laws of any jurisdiction other than the State of [State].

Section X. Entire Agreement.

This Agreement constitutes the entire agreement between the parties and supersedes all prior understandings, negotiations, and agreements relating to the subject matter hereof.

Section XI. Amendments.

This Agreement may not be amended or modified except in writing signed by both parties.

Section XII. Counterparts.

This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

ARTICLE XI

Section I. Assignment.

The Company may assign its rights and obligations under this Agreement to any successor in interest, whether by merger, acquisition, or otherwise.

Section II. Binding Effect.

This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.

Section III. Waiver.

No waiver of any provision of this Agreement shall be deemed to be a further or continuing waiver of such or any other provision.

Section IV. Headings.

The headings used herein are for convenience of reference only and are not intended to describe, limit, or define any provision contained herein.

Section V. Entire Agreement.

This Agreement constitutes the entire agreement between the parties and supersedes all prior understandings, negotiations, and agreements relating to the subject matter hereof.

Section VI. amendments.

This Agreement may not be amended or modified except in writing signed by both parties.

Section VII. Counterparts.

This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

Section VIII. Governing Law.

This Agreement shall be governed by and construed in accordance with the laws of the State of [State], without giving effect to any choice or conflict of law provision or rule that would cause the application of the laws of any jurisdiction other than the State of [State].
Section 1. Notice

A Notice of Extension shall be served on the Party of Record and the Affirmative Party of Record of the Cause of Action at least 20 days before the time of trial or settlement of the Cause of Action.

Section 2. Disposition of Time

The time for the parties to file and serve their pleadings and motions shall be extended by the number of days the time for the parties to file and serve their pleadings and motions is extended.

Section 3. Amendments

Any party may file an amended complaint or answer within 20 days after the service of the amended complaint or answer, provided that the amended complaint or answer does not contain new facts not included in the original complaint or answer.

Section 4. Other Matters

The court may, on motion of any party, order any other matter related to the proceedings, including the extension of the time for the parties to file and serve their pleadings and motions, as it may deem just and proper.

Section 5. Access to Records

The parties shall have access to all records and other evidence maintained at the time of the trial or settlement of the Cause of Action.

Section 6. Affirmative

The time for the parties to file and serve their pleadings and motions shall not extend to any documents or information that is not required for the resolution of the Cause of Action.
The provisions of the resolution shall be subject to the approval of the County and shall not apply to any other jurisdiction within the County.

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Section 3. Doctor's Statement

The Committee and its members shall not be liable for any error, omission or interpretation in the description of the case or the recommendations contained herein.

Section 4. Preparation of Reports

The preparation of reports shall be the responsibility of the doctor in charge of the case.

Section 5. Recommendation

The recommendation may be made by the doctor in charge of the case, and shall be based on the information provided by the patient and the results of any laboratory tests or procedures performed.

Section 6. Notification

The notification shall be made in writing to the Committee and the patient, and shall include a summary of the findings and recommendations.

Section 7. Appeal

Any party aggrieved by the decision of the Committee may appeal to the appropriate authority.

Section 8. References

References shall be made to the relevant medical literature and authorities.

Section 9. Compliance

The patient and the doctor shall comply with the recommendations of the Committee.

Section 10. Confidentiality

The Committee shall keep all records and communications confidential.

Section 11. Dispute Resolution

Any dispute arising out of the recommendations of the Committee shall be resolved by the appropriate authority.
Section 3. Definitions

Definitions of key terms are provided at the beginning of the policy.

ARTICLE XI

Statement of Purpose and Organization

The purpose of the policy is to maintain the medical center's reputation and ensure the delivery of high-quality care. This policy applies to all employees of the medical center.

ARTICLE XII

Contents

The policy addresses various aspects of employee conduct, including confidentiality, reporting of incidents, and disciplinary actions.

Section 2. Form of Discipline

Employees may be subject to written warnings, probation, suspension, or termination as a result of disciplinary actions.

ARTICLE XIII

Effective Date

The policy becomes effective on [insert effective date].