

Infinity Tentative Agreement Summary

Wages

All full-time employees hired before 11/23/20 shall receive a onetime ratification bonus of \$500.

All part-time employees hired before 11/23/20 shall receive a onetime ratification bonus of \$200.

Pay Grade 1 Job Titles	PAY GRADE 2 Job Titles	Pay Grade 3 Job Titles
Activity Aide w/CNA Certificate Certified Nurse's Assistant Resident Assistant/Attendant with CNA Certificate CNA Certificate Lead CNA/Team Leader* Psychosocial Aide with CNA Certificate Patient Escort Rehab Aide (Occupational Rehab Aide, Physical Rehab Aide, Rehab Tech)*	Head Cook/Cook Mental Health Aide Ward Clerk Personal Care Assistant Resident Assistant/Attendant Medical Records Clerk Respiratory Aide Social Services	Lead Housekeeper Maintenance Nursing Assistant (pre-certification)/NAT Activity Aide Floor Tech Bed Maker Dietary Aide (Nutrition Aide, Dining Room Aide, Dishwasher, Kitchen Aide) Hostess Environmental Service Worker Housekeeping employees Laundry employees Receptionist Resident Security Watchman Smoke Monitor

Effective December 7, 2020, the following minimum rates shall apply:

City of Chicago

	New Hire	1 Year	2 Years	3 Years	4 Years	5 Years
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$14.50	\$14.70	\$14.90	\$15.10	\$15.30	\$15.50
3	\$14.00	\$14.20	\$14.40	\$14.60	\$14.80	\$15.00

Cook County

Pay Grade	New Hire	1 Year	2 Years	3 Years	4 Years	5 Years
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$13.30	\$13.50	\$13.70	\$13.90	\$14.10	\$14.30
3	\$12.10	\$12.30	\$12.50	\$12.70	\$12.90	\$13.10

West Suburban

Pay Grade	New Hire	1 Year	2 Years	3 Years	4 Years	5 Years
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$12.22	\$12.42	\$12.62	\$12.82	\$13.02	\$13.22
3	\$11.10	\$11.30	\$11.50	\$11.70	\$11.90	\$12.10

Forest View/Momence

Pay Grade	New Hire	1 Year	2 Years	3 Years	4 Years	5 Years
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$12.22	\$12.42	\$12.62	\$12.82	\$13.02	\$13.22
3	\$12.10	\$12.30	\$12.50	\$12.70	\$12.90	\$13.10

Parker

Pay Grade	New Hire	1 Year	2 Years	3 Years	4 Years	5 Years
1	\$15.50	\$15.70	\$15.90	\$16.10	\$16.30	\$16.50
2	\$12.00	\$12.20	\$12.40	\$12.60	\$12.80	\$13.00
3	\$11.10	\$11.30	\$11.50	\$11.70	\$11.90	\$12.10

Upon ratification all current employees shall receive a \$1.00 increase to their rate of pay or go on the scale whichever is greater.

January 1, 2022 all employees shall receive a \$0.40 increase to their rate of pay.

January 1, 2023 all employees shall receive a \$0.20 increase to their rate of pay.

Other permanent improvements in overall contract

- Hazard Pay for working on the Red or Yellow unit will be \$2.5/hour for all hours work with not attendance requirement.
- Workers are not required to work without the proper PPE. Members can grieve the lack of proper PPE with the Union
- Regular Sick Pay paid beginning 1st day sick
- There are 5 now 5 extra sick days that can be used for Covid related illnesses with an order from a physician.
- All Covid cases will be reported to the Workers Comp Insurance carrier as required by law.
- Elimination of the need to attend a funeral to receive bereavement pay