

**ILLINOIS LABOR RELATIONS BOARD  
INTEREST ARBITRATION**

<b>John H. Stroger, Jr. Hospital of</b>	)	
<b>Cook County,</b>	)	
	)	
<b>Employer,</b>	)	
	)	<b>Case No.</b>
<b>and</b>	)	<b>L-MA-05-004</b>
	)	
	)	
<b>Illinois Fraternal Order of Police</b>	)	
<b>Labor Council,</b>	)	
	)	
<b>Union</b>	)	

**OPINION AND AWARD  
of  
Robert Perkovich, Arbitrator**

This matter is an interest arbitration between the John H. Stroger, Jr. Hospital of Cook County ("Employer") and the Illinois Fraternal Order of Police Labor Council ("Union") pursuant to Section 14 of the Illinois Public Labor Relations Act, 5 ILCS 315/14 ("Act"). The dispute arises from the parties' impasse in the negotiation of the Collective Bargaining Agreement ("CBA") effective December 1, 2004 through November 30, 2008.

The Union represents a bargaining unit of employees in the job classification referred to as "Hospital Security Officer" employed and assigned at the John H. Stroger Hospital of Cook County. The employees in this bargaining

unit are 'peace officers' when they are on duty on Hospital premises. That is what makes this a "Peace Officer Unit" within the meaning of Section 14(a) of the Act, which in turn entitles the unit to interest arbitration of bargaining impasses as in this case.

The employees' status as 'peace officers', however, does not affect how they should be paid. In a series of interest arbitrations involving this unit, arbitrators consistently have held that, notwithstanding this being a peace officer unit, the Stroger Hospital Security Officers should not be compared to police officers as a basis for awarding them larger wage increases than other Cook County employees. See, for example, the March 16, 2005 award of Arbitrator Howard Eglit involving this unit, at pp. 17 (n.12), 18 (n.13) and 21-22. I adopt that precedent and reiterate that the status of the Stroger Hospital Security Officers as peace officers does not by itself support a claim for larger wage increases for this unit.

On March 18, 2008, the parties met with the Arbitrator and agreed to return to the table for a further negotiation session. On April 3, 2008, the parties met without the Arbitrator and reached tentative agreements on all the outstanding contract provisions:

**Article III, Section 5 (Overtime Work)**

**Article III, Section 8 (Assignments)**

**Article V, Section 1 (Wages)**

**Article VIII, Section 1 and Appendix C (Hospitalization Insurance)**

**Article IX, Section 6 (Uniforms)**

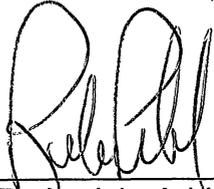
In addition to the tentative agreements reached on April 3, 2008, the Employer also agreed to issue a letter addressing concerns over uniform changes. The Union has reviewed a draft of the letter and approved its content.

The tentative agreements reached on April 3, 2008 are in addition to those previously reached on June 21, 2006 regarding the following provisions:

**Article IX, Section 4 (Education and Seminars)**  
**Article XIII, Section 2 (Health and Safety)**

The Arbitrator therefore orders and awards the revisions to the parties' existing CBA in accordance with the tentative agreements (including the Side Letter) reached by the parties specifically set forth herein.

Issued this day, May 15, 2008.



Robert Perkovich, Arbitrator