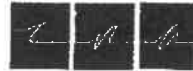


# **COLLECTIVE BARGAINING AGREEMENT**

**Between**



**NATIONAL NURSES  
ORGANIZING COMMITTEE**



**CALIFORNIA  
NURSES  
ASSOCIATION**

**NATIONAL NURSES ORGANIZING COMMITTEE**

**And**

**COUNTY OF COOK**



**December 1, 2017 through November 30, 2020**

**Effective upon approval by the Cook County Board of Commissioners**

Effective September 1, 2020

**SCHEDULE II  
BUREAU OF HUMAN RESOURCES  
NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)**

Grade														After 3 Years	After 5 Years
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step
FA	Hourly	28,239	32,128	33,132	34,202	35,484	36,703	38,055	39,578	41,149	42,331	44,856	47,524	48,465	48,951
	Bi-Weekly	2,259.12	2,570.24	2,650.56	2,736.16	2,838.72	2,936.24	3,044.40	3,166.24	3,291.92	3,386.48	3,588.48	3,801.92	3,877.20	3,916.08
	Annual	58,737	66,828	66,914	71,140	73,808	78,342	79,154	82,322	85,589	88,048	93,300	98,849	100,807	101,818
FB	Hourly	29,752	33,972	35,142	36,497	37,683	38,983	40,155	41,447	43,082	44,354	47,003	49,805	50,780	51,299
	Bi-Weekly	2,380.16	2,717.76	2,811.36	2,919.78	3,013.04	3,119.44	3,212.40	3,315.76	3,445.56	3,548.32	3,780.24	3,984.40	4,063.20	4,103.92
	Annual	61,864	70,681	73,095	76,913	78,339	81,105	83,522	86,209	89,610	92,256	97,766	103,594	106,643	106,701
FC	Hourly	31,628	36,228	37,299	38,548	39,789	41,001	42,321	43,583	45,240	46,577	49,355	52,306	53,343	53,878
	Bi-Weekly	2,530.24	2,898.24	2,983.92	3,083.84	3,183.12	3,280.08	3,385.68	3,488.64	3,619.20	3,728.16	3,948.40	4,184.48	4,267.44	4,310.24
	Annual	65,786	75,364	77,581	80,179	82,781	85,282	88,027	90,652	94,099	96,880	102,658	108,786	110,953	112,066
FD	Hourly	33,324	38,723	40,580	42,008	43,680	45,363	47,031	48,692	50,520	52,031	55,136	58,433	59,593	60,189
	Bi-Weekly	2,665.92	3,097.84	3,244.80	3,360.64	3,494.40	3,629.04	3,762.48	3,895.36	4,041.60	4,162.48	4,410.88	4,674.84	4,767.44	4,816.12
	Annual	69,313	80,543	84,364	87,376	90,854	94,355	97,824	101,279	105,081	108,224	114,882	121,540	123,953	125,193
FE	Hourly	35,819	40,780	42,008	43,680	45,363	47,031	48,892	50,312	52,248	53,796	57,019	60,432	61,635	62,251
	Bi-Weekly	2,849.52	3,282.40	3,360.64	3,494.40	3,629.04	3,762.48	3,895.36	4,024.96	4,179.84	4,303.68	4,581.52	4,834.56	4,930.80	4,980.08
	Annual	74,087	84,822	87,376	90,854	94,355	97,824	101,279	104,648	108,675	111,895	118,599	125,698	128,200	129,482
FF	Hourly	38,901	42,649	44,296	45,852	47,496	49,109	50,649	52,794	54,347	55,695	57,599	61,050	62,260	62,883
	Bi-Weekly	2,952.08	3,411.92	3,543.68	3,668.16	3,799.68	3,928.72	4,051.92	4,223.52	4,347.76	4,455.60	4,607.92	4,884.00	4,980.80	5,030.64
	Annual	76,754	88,709	92,135	95,372	98,791	102,146	105,348	109,811	113,041	115,845	119,805	128,984	129,500	130,786

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NOT ELIGIBLE FOR ADDITIONAL COMPENSATION FOR A BACHELOR'S OR MASTER'S DEGREE

\*\*Effective November 30, 2012, revise Schedule II to provide that RNs can access Step 13 after three (3) years on Step 12.

\*\*\*Effective November 30, 2012, RNs can access Step 14 after five (5) years on Step 13.

Effective September 1, 2019

**SCHEDULE II**  
**BUREAU OF HUMAN RESOURCES**  
**NATIONAL NURSES ORGANIZING COMMITTEE (NNOC)**

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	After 3 Years	After 5 Years	14th Step
													12th Step	13th Step	
FA	Hourly	27,686	31,499	32,483	33,532	34,789	35,984	37,309	38,802	40,343	41,501	43,977	48,593	47,515	47,992
	Bi-Weekly	2,214.88	2,519.92	2,598.64	2,682.56	2,783.12	2,878.72	2,984.72	3,104.16	3,227.44	3,320.08	3,518.16	3,727.44	3,801.20	3,839.36
	Annual	57,586	65,517	67,564	69,746	72,361	74,846	77,602	80,708	83,913	86,322	91,472	96,813	98,831	99,823
FB	Hourly	29,169	33,306	34,453	35,782	36,925	38,229	39,368	40,635	42,238	43,485	46,082	48,829	49,795	50,294
	Bi-Weekly	2,333.52	2,664.48	2,756.24	2,862.56	2,954.00	3,058.32	3,149.44	3,250.80	3,379.04	3,478.80	3,686.56	3,906.32	3,983.60	4,023.52
	Annual	60,671	69,276	71,862	74,426	76,804	79,516	81,885	84,520	87,855	90,448	95,850	101,564	103,573	104,611
FC	Hourly	31,008	35,518	36,568	37,793	39,009	40,198	41,492	42,729	44,353	45,664	48,388	51,281	52,298	52,822
	Bi-Weekly	2,480.64	2,841.44	2,925.44	3,023.44	3,120.72	3,215.84	3,319.36	3,418.32	3,548.24	3,653.12	3,871.04	4,102.48	4,183.84	4,225.76
	Annual	64,496	73,877	76,081	78,609	81,138	83,611	86,303	88,876	92,254	94,981	100,847	106,664	108,779	109,869
FD	Hourly	32,671	37,884	39,765	41,185	42,824	44,474	46,109	47,738	49,530	51,011	54,055	57,288	58,425	59,009
	Bi-Weekly	2,613.68	3,037.12	3,181.20	3,294.80	3,425.92	3,557.92	3,688.72	3,819.04	3,962.40	4,080.88	4,324.40	4,583.04	4,674.00	4,720.72
	Annual	67,955	78,965	82,711	85,864	89,073	92,505	95,906	99,295	103,022	106,102	112,434	119,159	121,524	122,738
FE	Hourly	34,921	39,981	41,185	42,824	44,474	46,109	47,738	49,326	51,224	52,742	55,901	59,248	60,427	61,031
	Bi-Weekly	2,793.68	3,198.48	3,294.80	3,425.92	3,557.92	3,688.72	3,819.04	3,948.08	4,097.92	4,219.36	4,472.08	4,739.84	4,834.16	4,882.48
	Annual	72,635	83,160	85,664	89,073	92,505	95,906	99,295	102,598	106,545	109,703	116,274	123,235	125,688	126,944
FF	Hourly	36,178	41,813	43,428	44,953	46,565	48,147	49,656	51,759	53,282	54,603	56,470	59,853	61,040	61,650
	Bi-Weekly	2,894.24	3,345.04	3,474.24	3,596.24	3,725.20	3,851.76	3,972.48	4,140.72	4,262.56	4,368.24	4,517.80	4,788.24	4,883.20	4,932.00
	Annual	76,250	86,971	90,330	93,502	96,855	100,145	103,284	107,658	110,826	113,574	117,457	124,494	126,963	128,232

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Grade														After 3 Years	After 5 Years
		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step	8th Step	9th Step	10th Step	11th Step	12th Step	13th Step	14th Step
FA	Hourly	27,144	30,882	31,847	32,875	34,107	35,279	36,578	38,042	39,552	40,688	43,115	45,680	48,584	47,051
	Bi-Weekly	2,171.52	2,470.56	2,547.76	2,630.00	2,728.56	2,822.32	2,928.24	3,043.36	3,164.16	3,255.04	3,448.20	3,654.40	3,726.72	3,784.08
	Annual	56,459	64,234	66,241	68,380	70,942	73,380	76,082	78,127	82,268	84,631	89,679	95,014	96,894	97,866
FB	Hourly	28,598	32,653	33,778	35,081	36,201	37,480	38,597	39,839	41,410	42,633	45,179	47,872	48,819	49,308
	Bi-Weekly	2,287.84	2,612.24	2,702.24	2,806.48	2,896.08	2,998.40	3,087.76	3,187.12	3,312.80	3,410.84	3,614.32	3,829.78	3,906.52	3,944.84
	Annual	69,483	87,918	70,258	72,968	75,298	77,958	80,281	82,865	86,132	88,676	93,972	99,573	101,543	102,560
FC	Hourly	30,400	34,822	35,851	37,052	38,245	39,410	40,679	41,892	43,484	44,769	47,440	50,276	51,273	51,787
	Bi-Weekly	2,432.00	2,785.76	2,868.08	2,964.16	3,059.60	3,152.80	3,254.32	3,351.36	3,478.72	3,581.52	3,795.20	4,022.08	4,101.84	4,142.86
	Annual	63,232	72,429	74,570	77,068	78,549	81,872	84,612	87,135	90,446	93,119	98,675	104,574	106,847	107,716
FD	Hourly	32,031	37,220	38,986	40,378	41,985	43,602	45,205	46,802	48,559	50,011	52,996	56,165	57,280	57,852
	Bi-Weekly	2,562.48	2,977.60	3,118.88	3,230.24	3,358.80	3,488.16	3,616.40	3,744.16	3,884.72	4,000.88	4,238.68	4,493.20	4,582.40	4,628.16
	Annual	66,624	77,417	81,090	83,986	87,328	90,692	94,026	97,348	101,002	104,022	110,231	116,823	119,142	120,832
FE	Hourly	34,237	39,198	40,378	41,985	43,602	45,205	46,802	48,359	50,220	51,708	54,805	58,087	59,243	59,835
	Bi-Weekly	2,738.96	3,135.84	3,230.24	3,358.80	3,488.16	3,616.40	3,744.16	3,888.72	4,017.60	4,136.64	4,384.40	4,646.96	4,739.44	4,786.80
	Annual	71,212	81,531	83,886	87,328	90,692	94,026	97,348	100,588	104,457	107,552	113,994	120,820	123,225	124,456
FF	Hourly	35,489	40,994	42,577	44,072	45,652	47,203	48,683	50,745	52,238	53,533	55,363	58,680	59,844	60,442
	Bi-Weekly	2,837.52	3,279.52	3,406.16	3,525.76	3,652.16	3,776.24	3,894.84	4,059.60	4,179.04	4,282.64	4,428.04	4,694.40	4,787.52	4,835.36
	Annual	73,775	85,267	88,560	91,689	94,956	98,182	101,260	105,649	108,655	111,348	115,155	122,054	124,475	125,719

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