DEPARTMENT OF PROCUREMENT SERVICES – CITY OF CHICAGO

February 2, 2018

ADDENDUM NO. 11

for

UNARMED SECURITY GUARD SERVICES
Specification No. 303728

This document contains:

- **I. Revisions to the Specification**
- **II. Questions Submitted for Clarification of the Specification**
- **III. Addendum Receipt Acknowledgment**

For which Bids are scheduled to be received no later than 11:00 a.m., Central Time on February 5, 2018, in the Department of Procurement Services, Bid & Bond, Room 103, City Hall.

Required for use by:

CITY OF CHICAGO
(Department of Fleet and Facility Management)

This Addendum is distributed by:

CITY OF CHICAGO
Department of Procurement Services

Bidder must acknowledge receipt of this Addendum No. 11 on the Bid Execution Page (Article 11) and should complete and return the attached Acknowledgment by email to Justin.Redington@cityofchicago.org
Attn: Justin Redington, Procurement Specialist
(312) 744-8706

The information contained in this Addendum No. 11 is incorporated by reference into the original Specification issued on June 12, 2017.

RAHM I. EMANUEL	**JAMIE L. RHEE**
MAYOR	**CHIEF PROCUREMENT OFFICER**

February 2, 2018

ADDENDUM NO. 11

TO

UNARMED SECURITY GUARD SERVICES

for

Specification No. 303728

FOR WHICH BID PROPOSALS WERE SCHEDULED TO BE OPENED IN THE BID & BOND, ROOM 103, CITY HALL, CHICAGO, ILLINOIS 60602 BY 11:00 a.m., CENTRAL TIME on JULY 17, 2017

BIDDER MUST ACKNOWLEDGE RECEIPT OF THIS ADDENDUM ON THE BID EXECUTION PAGE (ARTICLE 11) SUBMITTED WITH YOUR BID. FAILURE TO ACKNOWLEDGE MAY RESULT IN BID REJECTION.

SECTION I: REVISIONS TO THE SPECIFICATION

Notice of Proposal Postponement

CURRENT BID/PROPOSAL OPENING DATE:

February 5, 2018

NEW BID/PROPOSAL OPENING DATE:

February 21, 2018

Revision 1:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.1.8 CONTRACT EXTENSION OPTION the last paragraph is amended by adding the following sentences:

The parties may agree to extend the Contract after this 181 day period to provide continuity of service until a new contract is awarded or either party wishes to terminate this Contract via written notice. This extension shall not exceed 12 months.

Revision 2:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.3.6 WAGES, is hereby deleted in its entirety and replaced with the following:

Contractor must pay the highest of (1) prevailing wage/Davis-Bacon rate, if

applicable; (2) minimum wage specified by Mayoral Executive Order 2014-4; "Living Wage" rate specified by MCC Sect. 2-92-610; (3) Chicago Minimum Wage rate specified by MCC Chapter 1-24, (4) the highest applicable State or Federal minimum wage; or (5) Building Owners and Managers Association of Chicago (BOMA) Chicago rates (see Section 5.13).

Revision 3:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.3.6.3 CHICAGO PAID SICK LEAVE ORDINANCE, is hereby deleted in its entirety and replaced with the following:

The Paid Sick Leave Ordinance, which is published in the June 22, 2016 Council Journal, pages 27188 – 27197 and which was codified at MCC 1-24-045, became effective July 1, 2017. Contractor agrees to provide sick leave to its Covered Employees, as defined by MCC 1-24-010, which at minimum will be as set out in the Paid Sick Leave Ordinance, MCC 1-24-045.

Revision 4:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.6.1.3 AIRPORT SECURITY BADGES the following sentence is hereby revised:

The Commissioner may grant or deny the application in his sole discretion in accordance with applicable law.

Revision 5:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.6.2.2 ACCESS TO FACILITIES the following sentence is hereby revised:

The Executive Director may grant or deny the application in his sole discretion in accordance with applicable law.

Revision 6:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.6.3 CHICAGO POLICE DEPARTMENT SECURITY REQUIREMENTS the following sentence is hereby revised:

The Superintendent may grant or deny the application in his sole discretion in accordance with applicable law.

Revision 7:

ARTICLE 3, STANDARD TERMS AND CONDITIONS, SECTION 3.6.4.3 SECURITY BADGES AND VEHICLE PERMITS the following sentence is hereby revised:

The Commissioner may grant or deny the application in his sole discretion in accordance with applicable law.

Revision 8:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, SECTION 5.5. CONTRACTOR REQUIREMENTS the following sentence is hereby revised:

2) The Contractor must have screened and performed a background check on all Security Guards before assigning them to provide services under this Contract, to ensure that all of the assigned Security Guards have never been convicted of

a crime that renders the Security Guard unsuitable for the position for which he or she is intended.

Revision 9:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, SECTION 5.7.3 ON-SITE SUPERVISORS the following second paragraph is hereby revised:

Preferably, on-site Supervisors will have served at least two (2) years in the military and not have any type of discharge that renders such on-site Supervisor unsuitable for the intended position in accordance with applicable law, or have served for two (2) years as a law enforcement officer, have completed at least thirty (30) credit hours towards an Associate's Degree in Criminal Justice, or has a Degree in Business Management.

Revision 10:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, SECTION 5.8.1 HIRING NEW RECRUITS, NEW SUPERVISORS, AND NEW REMOTE SUPERVISORS the sixth paragraph is hereby revised:

No security officer or supervisor with a record of criminal convictions (misdemeanors or felonies), other than traffic offenses, may be assigned to service under City of Chicago Contract, without the prior approval by the authorized representative of the User Department. A criminal background check must be carried out by the Contractor prior to assignment to a City site, and annually thereafter for all personnel assigned to serve under the City of Chicago Contract, at no cost to the City. The City may reject the assignment of security officers and supervisors based upon the results of the criminal background check and in accordance with applicable law.

Revision 11:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, SECTION 5.11.8 HOLIDAY TIME, is hereby deleted in its entirety and replaced with the following:

5.11.8 HOLIDAY PAY

1. The City will only pay holiday pay in the event that the Department requires a Guard or Supervisor to work on the holidays designated below:
    - New Year's Day
    - Martin Luther King Jr.'s Birthday
    - Memorial Day
    - Independence Day
    - Labor Day
    - Thanksgiving Day
    - Christmas Day
    - Either Christmas Eve or New Year's Eve or a half day on both (as designated by the Contractor)

2. The City will not pay for holiday time in the event a Contractor requires an employee to work beyond their shift or more than forty (40) hours in a week, unless such work is a direct result of a specific Department requirement for such work. The City will not pay for overtime under any other circumstances, including but not limited to if caused by poor scheduling on the part of the Contractor, employee absences or lack of manpower and without written authorization from the Department. The City will not pay for any "pyramiding of overtime" in the event that overtime hours are needed on a recognized holiday.

3. The Contractor must pay their employees for premium time worked, and must in such cases compensate them at an appropriate premium time rate, whenever so required by law or the BOMA Agreement.

4. Holiday time, authorized within the guidelines and exceptions described above, shall be calculated and paid only for hours actually worked, from midnight (0000 hrs) on that holiday until midnight (0000 hrs) on the following day. Should a shift/work overlap the holiday, only those hours worked ON that holiday shall qualify for premium time.

Revision 12:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, SECTION 5.11.9 OVERTIME OR WEEKEND, is hereby deleted in its entirety and replaced with the following:

5.11.9 OVERTIME PAY

1. The City will only pay overtime in the following events:

   a. the Department requires an employee on a previous shift to stay over for emergency operational reasons, and/or

   b. the Department requests that the Contractor provide additional personnel less than twenty-four (24) hours prior to the time such additional personnel are required, and/or

2. Requests by the Department for additional Services, for 9 or fewer additional Guards, communicated to the Contractor twenty-four (24) hours (or more) in advance will not be paid as overtime.

3. The City will not pay for overtime in the event a Contractor requires an employee to work beyond their shift or more than forty (40) hours in a week, unless such work is a result of the events detailed above. The City will not pay for overtime under any other circumstances, including but not limited to if caused by poor scheduling on the part of the Contractor, employee absences or lack of manpower and without written authorization from the Department. The City will not pay for any "pyramiding of overtime" in the event that overtime hours are needed on a recognized holiday.

4. The Contractor must pay their employees for overtime worked, and must in such cases compensate them at an appropriate overtime rate, whenever so required by law or the BOMA Agreement.

5. Overtime is not authorized, and there is no overtime rate, for Managers or Dispatchers.

Revision 13:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, is amended by adding a new **SECTION 5.13 WAGES AND BENEFITS** as follows:

All Contractor personnel (including personnel of all subcontractors) shall be paid the greater of the following: (i) the wages as determined by the applicable collective bargaining agreement; (ii) the wages as determined by the Chicago Municipal Code; (iii) the wage as provided in the City's Mayoral Executive Order 2014-1; and (iv) the wages under the Building Owners and Managers Association of Chicago (BOMA) agreement, as it may be updated from time to time during the term of this Contract (even if such agreement is not applicable by its terms to this Contract, it being the intention of the City to use it as a floor for employee wages by operation of this Contract). (As of July 1, 2017, the Chicago Minimum Wage is $13.45, which exceeds the BOMA rate.)

Bidders shall fill out, at the request of the CPO, a worksheet demonstrating that its bid reflects compliance with the above requirement.

In addition to the payment of the wages as required above, the Contractor (and all of its subcontractors) must provide a health and welfare benefits package to all full-time personnel working on this Contract that satisfies the applicable collective bargaining agreement or the BOMA Health and Welfare Standards, as they may be amended from time to time during the term of this Contract (currently found in Articles IV, VI-VIII, and X-XIV of that agreement); in case of a conflict, the standards more generous to the worker shall apply. Furthermore, Contractor shall comply with all other provisions of the applicable collective bargaining agreement.

A copy of the current BOMA agreement is included as Exhibit 4 of this bid. It indicates that it will be in effect through April 28, 2019. Upon the modification of this BOMA agreement, or its replacement with a new BOMA agreement, the modified and/or new BOMA agreement shall be deemed to be supersede the standards in the current agreement and shall be the basis on which wages and benefits shall be determined for the purposes of this Contract, including any extensions.

Revision 14:

ARTICLE 5, SCOPE OF WORK AND DETAILED SPECIFICATIONS, is amended by adding a new **SECTION 5.14 PRICE ADJUSTMENT** as follows:

Annual increases for all three categories of employees are to be calculated pursuant to the table in Article IV of the BOMA agreement starting at the anniversary date of 4/23/18 and moving down that column for years of continuous service. At the anniversary date of 4/23/18 personnel shall receive a $.20 increase on their contractual base rate for each additional year of continuous service. The existing BOMA agreement is in effect through April 28, 2019. Upon a new BOMA agreement being put in effect it shall supersede the current agreement and be the basis upon which wage increases are determined. A price adjustment may be

considered to address increases in overhead costs after the initial twelve (12) month period, and annually for each subsequent twelve (12) month period. The Contractor will be required to provide information evidencing any difference between the Contractor's bid price for particular lines minus the amount paid as wages, health, and welfare benefits. All requests for price adjustments will reference the Consumer Price Index (CPI) -Non seasonally adjusted - all urban consumers - all items - for the Chicago-Gary- Kenosha, IL- IN - WI region series ID: CUURA207SA0, as it appears in the periodical Consumer Price Indices published by the U.S. Department of Labor, Bureau of Labor Statistics. This index can currently be found on the Internet at http://data.bls.gov.

Revision 15:

Please find a revised Exhibit 1B attached. Hours have been changed to reflect the current estimated usage.

Revision 16:

Exhibit 4 BOMA/CHICAGO – 2016-2019 AGREEMENT – LOCAL SECURITY has been added to the end of the Contract. Please find it attached.

SECTION II: QUESTIONS SUBMITTED FOR CLARIFICATION OF THE SPECIFICATION

Question 1: We note the bid execution pages on pages 130-133 of the RFP. Our company is a limited liability company, and there is no bid execution page specifically applicable to limited liability companies. Should we complete and submit the bid execution page for use by a corporation on page 130 of the RFP?

Answer: Yes, use the "Bid Execution By a Corporation" signature page.

Question 2: We note that numerous forms are required to be signed by an "officer" or "authorized officer". See Schedule D-1 on page 101; City-Based Business Affidavit on page 122; Locally Manufactured Good Affidavit on page 123; Local Manufacturing Affidavit on page 124; Alternatively Powered Vehicles Affidavit on page 125; Veteran-Owner Small Local Businesses and Eligible Joint Ventures Affidavit on pages 126-127; Mentoring Program Affidavit on page 128. However other RFP instructions simply require the signer of each page requiring a signature to have the property authority to sign documents on behalf of the bidder. See RFP page 1 and RFP Section 1.10 on page 4 and RFP Section 3.1.4.6 on page 21. Our company is a limited liability company. Its officers are not local to Chicago and travel frequently. May documents be signed by a person other than a company officer if we submit either a Secretary's Certificate confirming the signing authority of the signer or a certified copy of a company resolution which authorizes the signer to sign on behalf of the company?

Answer: Yes, documents can be signed by a person other than a company officer if you submit a signature authorization letter.

Question 3: Regarding submission of Exceptions, RFP Section 1.7 on page 3-4

instructs bidders to note exceptions in the proposal or a separate attachment, with the exact nature of the change outlined in sufficient detail. RFP page 111 instructs that "Any exceptions to items specified or other terms must be clearly indicated on the bid". However the "Bidder Contact Information" form at RFP Article 10 on pages 120- 121 includes a space for "Exceptions" at Article 10.3 on page 121. Please clarify the format for submission of exceptions: may exceptions be submitted in the form of a separate attachment to the Proposal, or must exceptions be inserted in response to Article 10.3 on page 121, and, if necessary, continued on a separate page attached to the "Bidder Contact Information" form at pages 120-121?

Answer: See Section 1.7 Exceptions. Bidders may not insert exceptions on proposal pages or attach separately. Article 10.3 Exceptions provides an additional place to include exceptions.

Question 4: Are the City of Chicago Department of Procurement Services and the City of Chicago Department of Fleet and Facility Management exempt from payment of State and local sales and use taxes?

Answer: Yes.

Question 5: Numerous specifications addressing department-specific requirements state that security officer applications for access to such departments may be denied in the department's sole discretion. See RFP Section 3.6.1.3 on page 48; RFP Section 3.6.2.2 on page 51; RFP Section 3.6.3 on page 52; RFP Section 3.6.4.3 on pages 54. We assume that such discretion shall be exercised within the parameters of applicable law, including EEOC Enforcement Guidance 915.002 (4/25/12) and the Americans With Disabilities Act. Accordingly, will the City insert the phrase "and in accordance with applicable law" at the end the sentences in the cited sections that permit the relevant authority to "grant or deny the application in his sole discretion"?

Answer: See Revisions 4-7 of this addendum.

Question 6: We note that in some instances officers are required to be bonded. See RFP Section 3.6.2.4 on page 52; RFP Section 3.6.4.4 on page 54. The dishonest acts of our company's security officers are covered by commercial crime insurance, but we do not bond security officers. May commercial crime insurance be substituted in satisfaction of the aforementioned requirement to provide bonded security officers?

Answer: No. Commercial crime insurance cannot be substituted for the requirement stated in sections 3.6.2.4 and 3.6.4.4 that security guards be bonded.

Question 7: We note that background checks must be performed to ensure that officers have never been convicted of a crime. See RFP Section 5.5.2 on page 63. We assume that compliance by the Contractor with that specification shall be in accordance with applicable law, including EEOC Enforcement Guidance 915.002 (4/25/12). Accordingly will the City revise the cited specification to insert the phrase "that renders the Security Guard unsuitable for the position for which he or she is intended" to the end of the section?

Answer: See Revision 8 of this addendum.

Question 8: We note that the City may reject an officer based on the results of the criminal background check. See RFP Section 5.8.1 on page 67. We assume that such discretion will be exercised within the parameters of applicable law, including EEOC Enforcement Guidance 915.002 (4/25/12). Accordingly, will the City insert the phrase "and in accordance with applicable law" after the reference to "background check" at the end of the sixth paragraph of RFP Section 5.8.1 on page 67?

Answer: See Revision 10 of this addendum.

Question 9: We note the requirement that on-site supervisors with past military service possess an honorable discharge. See RFP Section 5.7.3 on page 65. We assume that compliance by the Contractor with that specification is intended to be in accordance with applicable law, including EEOC Enforcement Guidance 915.002 (4/25/12). Accordingly, will the City modify that specification as follows?

Answer: See Revision 9 of this addendum.

Question 10: On lines 4-5 of RFP Section 5.7.3 on page 65, replace the phrase "and have been honorably discharged" with the phrase "and not have any type of discharge that renders such on-site Supervisor unsuitable for the intended position"

Answer: See Revision 9 of this Addendum.

Question 11: Has that test been validated for unarmed security officers?

Answer: Yes

Question 12: Who can provide information pertaining to: where the test can be obtained, the qualifications of the person who must score/interpret the test results; the costs to administer the test and score/interpret the test results?

Answer: In accordance with Section 5.2 Basis of Award, "The Contractor's bid pricing for each Group must incorporate any/all peripheral costs including, but not limited to the costs of (products/services), delivery/transportation charges, training, materials, labor, insurance, applicable taxes, applicable permit and fees, warranty, overhead and profit, etc. that are require by this specification." This includes the cost of testing to ensure qualified personnel will perform the services.

Question 13: Our company is familiar with the REID integrity test and the 16PF Questionnaire, both of which have been validated for unarmed security officers. May either of those tests be used in place of the London House Psychological Survey?

Answer: Yes

Question 14: Our company is in the process of composing a response to another City of Chicago RFQ for the Department of Aviation. We have submitted an EDS related to that evaluation. Do we need to complete and/or submit another EDS for this RFQ?

Answer: You will need to complete and/or submit another EDS referencing this specification number.

Question 15: Within Section 1.4, the RFQ states "Bidders are also required to inspect the site of the work to be performed." Will the City be coordinating site visits or will that process be completed once the winning bidder is identified?

Answer: Most buildings are public. Bidders can view the sites at any time

Question 16: Section 1.9 states that "Bid pricing must incorporate all costs…" On April 5th, the House Labor and Commerce Committee of the Illinois General Assembly recommended increasing the State's minimum hourly wage beginning January 1st, 2018. Furthermore, both the City of Chicago and Cook County have enacted tiered minimum wage increases beginning in 2017 and continuing through 2020. Additionally, many of the sites covered in this RFQ are covered by collective bargaining agreements with SEIU Local 1 and specify wage increases through the current contract's expiration in 2019. Will the City allow for the successful contractor to make annual adjustments to their bill rates based upon changes to these prevailing and minimum wages requirements in order to avoid bidders from overestimating the impact of wage increases?

Answer: Please see new Section 5.13 Wages and Benefits and Section 5.14 Price Adjustment.

Question 17: Which security vendor (or vendors) is currently providing the security services at the sites covered by this RFQ?

Answer: Current contracts are irrelevant to this solicitation.

Question 18: What challenges has the City experienced with its current vendor(s)?

Answer: Current contracts are irrelevant to this solicitation.

Question 19: Will any of the security officers with your current vendor(s) be retained? If so, will their benefits (including health & welfare, vacation, sick time, etc.) be grandfathered? How should those additional expenses be notated within our pricing – direct billed or within the bill rate?

Answer: Staffing is at the discretion of contractor subject to requirements of the specification.

Question 20: What are the current bill rates being charged to the City from your current vendor(s) for these same services?

Answer: Current contracts are irrelevant to this solicitation.

Question 21: Are the security officers with your current vendor(s) unionized?

Answer: Current contracts are irrelevant to this solicitation.

Question 22: Since the exact addresses of all the sites covered by this RFQ were not defined, are all the sites listed within the City of Chicago and Cook County?

Answer: Yes.

Question 23: Are the terms of any collective bargaining agreement with SEIU Local 1,

which covers all security officers working in Chicago or Cook County for signatories, included as part of this RFQ?

Answer: Please see new Section 5.13 Wages and Benefits.

Question 24: Within section 1.22.6 Child Support Arrearage – Does this requirement extend to the primary bidder and subcontractors? If subcontractors are included, how are we to obtain this information?

Answer: Subcontractors may not be included.

Question 25: The security industry is experiencing widespread consolidation. Can you explain the approval process which would need to be followed in item 3.1.3.3., if the winning bidder were to merge with another organization?

Answer: If a contract has been awarded and the contractor merges with another organization, the contractor would need to submit a letter addressed to the CPO requesting a transfer agreement.

Question 26: The winning bidder will be required to follow section 3.3.10.8, Wheel Tax (City Sticker). What is the current wheel tax?

Answer: Please refer to the City of Chicago City Clerk's office for current information regarding Wheel Tax Fee, http://chicityclerk.com/.

Question 27: Section 3.6.1.3 Airport Security Badges – Is any of the operation of O'Hare or Midway International Airports included within this RFQ?

Answer: No.

Question 28: If so, please define the cost for obtaining an Airport Security Badge.

Answer: See response to Question 28.

Question 29: Does section 3.6.3 Chicago Police Department Security Requirements pertain to the sites covered in this RFQ?

Answer: No.

Question 30: If so, please define any costs associated with obtaining Police Department Security Badges from the Chicago Police Department.

Answer: See response to Question 30.

Question 31: Within section 3.6.4.2. Department of Water Management (DOWM) Security Requirements, how often will consent forms signed by employees need to be submitted to the City?

Answer: As requested by the Department.

Question 32: Within section 3.6.4.3. Security Badges and Vehicle Permits, define all costs associated with receiving a DOWM Security Badge.

Answer: The contractor will be notified upon award.

Question 33: Within section 4.1.2 Estimated Quantities/Level of Service, what notice will the contractor receive for any anticipated growth or decrease in the amount of security coverage required?

Answer: 24 hours.

Question 34: Under section 4.1.3. Unspecified Services, the City states that potential growth will not exceed 10% of the value of the contract. What process will be followed if more than 10% is required? How will the contractor be compensated?

Answer: Please refer to Section 4.1.3, specifically, paragraph one. This sections refers to any additional services that may be added to the contract. The aggregate value of the added services cannot exceed 10% of the original contract value.

Question 35: Within the RFQ, the City encourages submission of communication electronically, including invoices. However, an email address for the delivery is not provided. Which email address can be utilized for the delivery of invoices?

Answer: Information will be provided to Contractor after award.

Question 36: With the potential of change in personnel within the City, how will changes to our contacts within each ordering department be facilitated, given that this information must be included on all invoices?

Answer: Information will be provided to Contractor after award.

Question 37: Under section 5.5. Contractor Requirements, how far back do the background checks for security professionals need to go back? 5-years, 7-years, 10-years? Please provide clarification

Answer: 5 years.

Question 38: Please define the exact number of motorized patrol vehicles, radio communication equipment, uniforms and cell phones which are required for coverage of the sites contained within this RFP.

Answer: Please see Exhibit 2A.

Question 39: Where do we notate the costs associated with the City's required equipment within our submission? Should the costs associated for all equipment be included within the bill rate or direct billed as incurred?

Answer: In accordance with Section 5.2 – Basis of Award, "The Contractor's bid pricing for each Group must incorporate any/all peripheral costs including, but not limited to the costs of (products/services), delivery/transportation charges, training, materials, labor, Insurance, applicable taxes, applicable permit and fees, warranty, overhead and profit, etc. that are required by this specification". This includes the cost of all equipment required to perform the services.

Question 40: How should expenses for maintenance and fuel consumption related to the patrol vehicles be charged? Within the bill rate or direct billed?

Answer: See Question 40 response. This includes maintenance and fuel consumption.

Question 41: What is the current estimated monthly fuel consumption (mileage or cost) per patrol vehicle?

Answer: This information is not available.

Question 42: Please define the training requirements for the security officers at the sites covered in this RFQ.

Answer: See Exhibit 2: Detailed Description of Training Courses to be Completed.

Question 43: In section 5.8.1., Hiring New Recruits, New Supervisors, and New Remote Supervisors, what level of fluency is required for security professionals working at Chicago Public Libraries? Will officers who possess this skill receive a higher level of compensation?

Answer: Minimum requirements are specified in Section 5.8.1. The level of compensation is at the discretion of the Contractor provided it meets all specification requirements.

Question 44: Under section 5.9.3 Computerized Guard Tour Systems, how many devices equipped with this technology are required? Of all the sites within this RFQ, which sites require a Computerized Guard Tour System? Should this expense be included within our bill rate?

Answer: See response to Question 40. This includes Computerized Tour Guard Systems.

Question 45: If additional Computerized Guard Tour Systems are required in the future, what process will be followed so as to compensate the vendor for this additional service?

Answer: See response to Question 40. This includes future Computerized Tour Guard Systems.

Question 46: Within section 5.11.8 Holiday Time – Will security officers be compensated at 1.5-times their wage for Holidays worked or 2-times? Collective Bargaining Agreements with SEIU Local 1 mandated 2-times.

Answer: Please see revised Section 5.11.8 and new Section 5.13 Wages and Benefits.

Question 47: Under section 5.12.1.4. "Contractor must be responsible for monthly submissions of accurate weekly time sheets signed by the employee." If officers are able to use the Computerized Guard Tour System at their sites to document this information, would this requirement be satisfied for the City?

Answer: Time sheets are always required.

Question 48: Within section 5.12.2 Reporting Requirements, if the Computerized Guard Tour System is able to deliver daily, weekly and monthly reports to the Department of Fleet & Facility Management, is this form of communication acceptable and satisfactory for the City?

Answer: Monthly or as needed at City's request.

Question 49: Is the eligible joint venture preference sufficiently met if we, the prime contractor, subcontract 25% of all revenue with an MBE and 5% of all revenue with a WBE?

Answer: The MBE/WBE compliance goals will be met under these conditions. However, for the eligible joint venture preference, the bidder must be eligible and must complete the Affidavit on page 126.

Question 50: During the Pre-Bid Conference, there was a great deal of confusion regarding the hours per week (HPW) required per site. Security services are traditionally priced on an hourly basis based upon the number of hours per week, per site. For this reason, please clarify the exact hours per week, per site, per position (officer, supervisor, etc.) per individual week of this contract (rather than in 260 week increments) so that pricing submissions can be accurately tabulated.

Answer: See Exhibit 1B.

Question 51: Please provide a list of vendors in attendance at the June 19th Pre--Bid Conference.

Answer: The pre bid conference attendee sheet can be found at: https://www.cityofchicago.org/content/dam/city/depts/dps/PreBids/2017PreBids/PreBid303728.pdf

Question 52: TOC.ii. "Comply with Prevailing Wages": Is this considered to be a public works project?

Answer: Please see new Section 5.13 Wages and Benefits.

Question 53: TOC.ii. "Comply with Prevailing Wages": The current IDOL Prevailing Wage (attached) for security officers working in the County of Cook and excluding downtown is $13.40/hour in addition to $836.20/month for Health/Welfare and $0.25/hour pension. Please confirm if these wages and benefits ARE those to be applied to this specification.

Answer: Please see new Section 5.13 Wages and Benefits.

Question 54: TOC.iii. "paid sick leave ordinance": Does the paid sick leave ordinance apply to this specification?

Answer: Please see revised Section 3.3.6.3 Chicago Paid Sick Leave Ordinance.

Question 55: Page 3, 1.4: How can we make an appointment to inspect the work locations prior to submitting a response?

Answer: Most facilities are open to the public and potential bidders do not need special permission to enter public areas.

Question 56: Page 3, 1.5: Which of the sites are not available to the public during normal business hours for which a guided tour is required?

Answer: 2 Facilities - 1869 W Pershing & 1615 W Chicago Ave; An appointment must be scheduled through Director of Security, Glen Cross (312) 745-2251 or email glen.cross@cityofchicago.org.

Question 57: Page 5, 1.12.5: Is the "Contractor's Financial Statement" required with a proposers' response?

Answer: The Contractor's Financial Statement will only be required if requested by the Chief Procurement Officer.

Question 58: Page 33, 3.3.6.1 "Minimum Wage Executive Order 2014--1": states the base minimum wage to be applied is $13.15 as of July 01, 2016. Is this the wage to be applied?

Answer: As of July 01, 2017 the minimum wage under Executive Order 2014-1 is $13.45.

Question 59: Page 34 3.3.6.2 'Living Wage Ordinance": As of July 01, 2017, the minimum wage is calculated to be $12.30. Please confirm if this is the base wage to be applied by all bidders or the correct dollar amount if not $12.30.

Answer: Yes, the Living Wage is currently $12.30. However, bidders must comply with the highest applicable minimum wage. See Section 5.13 Wages and Benefits.

Question 60: Page 34, 3.3.6.3 "Chicago Paid Sick Leave Ordinance": the City website states: "A "covered employer" is any entity or person that employs at least one "covered employee" while maintaining a business facility within the geographic boundaries of the city and being subjected to city license requirements." Will this ordinance apply to work provided as a result of this specification?

Answer: Please see revised Section 3.3.6.3 Chicago Paid Sick Leave Ordinance.

Question 61: Page 65, 5.7.2: For what locations and during which days/times is a vehicle required under this section?

Answer: There are no locations where vehicles are currently required. Contractor will provide vehicle when a need arises.

Question 62: Page 65, 5.7.3: Which site(s) require an "on--site" supervisor?

Answer: Cultural Affairs – 78 E Washington; Libraries – 9525 S Halsted St; 4455 N Lincoln Ave.

Question 63: Is there a wage premium requirement above the minimum wage for the "on--site" supervisor and if so, please provide.

Answer: Please see new Section 5.13 Wages and Benefits.

Question 64: Page 66, 5.7.4: What is the required ratio between officers and remote vehicle supervisor?

Answer: In accordance with section 5.7.4: Required ratio is determined by the required (3) visits per week per shift to monitor the performance and affirm that the various on-site security officers and on-site supervisors are properly performing their job responsibilities.

Question 65: Page 67, 5.8.1: Will the City allow a contractor to use an FDA approved drug test for pre and/or annual testing?

Answer: Yes.

Question 66: Page 66, 5.7.4: Aside from calling employment references, is there an additional step the City requires to accomplish employment verification? If so, please describe.

Answer: No.

Question 67: Page 68, 5.9.1: Short of establishing a cleaning contract, will the City allow a contractor to provide a cleaning allowance to security officers as opposed to having a more expensive and less efficient cleaning service pick--up and drop--off uniforms?

Answer: All vendors should provide a cleaning service.

Question 68: Page 71, 5.12.2: Please define what comprises a "daily" report.

Answer: Hourly notations of daily activities.

Question 69: City indicates that vendor must pay higher of IL Prevailing Wage, Mayoral Executive Order, Chicago Minimum Wage or highest of State or Federal Minimum Wage...what mechanism is there to allow the vendor to recoup annual increases based on mandated wage increases? For example, if awarded vendor is utilizing IL Prevailing wage of $13.40 per hour as a starting wage and State minimum wage increases to $15.00 after contract award, will vendor be allowed to increase billing rates accordingly?

Answer: Please see new Section 5.14 Price Adjustment.

Question 70: Please clarify a way for vendor to increase billing rates. In previous solicitations, officer wage increases were tied to Poverty Level, while vendor's ability to increase billing rates was tied to IL Prevailing Wage.

Answer: Please see new Section 5.14 Price Adjustment.

Question 71: Mayoral Executive Order 2014-1 is currently $13.15 as of July 1, 2016, what will the rate become effective July 1, 2017?

Answer: The new rate as of July 1, 2017 is $13.45.

Question 72: Can site visits be done at the various sites or will special permission need to be obtained

Answer: Most facilities are open to the public and potential bidders do not need special permission to enter public areas.

Question 73: Will the City require vendor to become signatory to any SEIU Collective Bargaining Agreement?

Answer: This is not a requirement.

Question 74: What are the current contracted billing rates for all City departments under the scope of this RFP?

Answer: Current contracts are irrelevant to this Solicitation.

Question 75: Who provides the armed coverage at Douglas Library?

Answer: This specification is for unarmed guard services. The armed guard services requirements are irrelevant to this specification.

Question 76: If vendor is signatory to an SEIU CBA, is vendor allowed to pass along mandated wage increases to the City of Chicago?

Answer: Please see new Section 5.14 Price Adjustment.

Question 77: Will the City identify the quantity of vehicles to be provided for each City department and annual miles driven for each vehicle?

Answer: Quantity of vehicles at Contractor's discretion as needed to meet specification requirements.

Question 78: Under what City departments would Section 3.6 of the solicitation apply? For example, where would the Aviation Security provision apply under this solicitation?

Answer: Section 3.6.4 Department of Water Management ("DOWM") Security Requirements, as they are the only User Department currently participating in this specification under Section 3.6.

Question 79: Section 4.2.2 states that the standard working hours per day is 8 hours, however, most of the hours scheduled for the Chicago Public Libraries are less than 8 hours? Will the City be increasing hours at those locations?

Answer: In accordance with Section 2-92-220 of the Municipal Code of the City of Chicago, eight hours shall constitute a legal day's work upon all work performed under any contract entered into with the city. The intention of this requirement is to define a legal work day in all City contracts, not to determine the quantity of hours required in this solicitation.

Question 80: Please quantify the number of remote supervisors required by each City department.

Answer: See Section 5.7.4 Requirements.

Question 81: Section 5.9.1 states that unless directed by 2FM that all officers must be outfitted with radio-headset and mouthpiece. Are these required and please quantify the requirement for each City department.

Answer: Current locations requiring radio headsets are: 78 E. Washington, Woodson Regional Library – 9525 S. Halsted; Sulzer Regional Library – 4455 N. Lincoln Ave; DFSS – 10 S. Kedzie; the City may remove and add locations as required.

Question 82: The RFP has security hours for Woodson Regional library, when is that location schedule to open as it is currently closed?

Answer: Scheduled opening date is February 15, 2018.

Question 83: What is the anticipated award and start date for this solicitation?

Answer: Anticipated award date is within 90 days after the bid opening. The start date will

be the same as or a few days within the Award Date.

Question 84: Are terms and conditions within this solicitation negotiable after award or is this a binding contract with submission?

Answer: Competitively bid contracts are non-negotiable.

Question 85: Please verify that a Performance Bond and Bid Bond are not required.

Answer: A Performance Bond and Bid Bond are not required for this specification.

Question 86: If we are already MBE certified, is it necessary to have a mentor?

Answer: No it is not necessary.

Question 87: Does the insurance have to be implemented during the bid submission or is it required once awarded the contract?

Answer: Per Section 1.12.6 Other Required Forms and Documents, Insurance Certificate of Coverage are required to be included with the bid.

Question 88: Do CBA or BOMA wages apply?

Answer: Please see new Section 5.13 Wages and Benefits.

CITY OF CHICAGO – DEPARTMENT OF PROCUREMENT SERVICES
JAMIE L. RHEE
CHIEF PROCUREMENT OFFICER

Exhibit 1B: Staffing Plans/Shift Schedules

SITE	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Hrs/Wk
Fleet & Facility Management								
Goldblatts – 1615 W. Chicago Ave	32 Hours	32 Hours	32 Hours	32 Hours	32 Hours	24 Hours	24 Hours	208
1869 W. 39th Street.	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
2045 W. Washington	16 Hours	16 Hours	16 Hours	16 Hours	16 Hours	None	None	80
Central Auto Pound 400 E. Lower Wacker								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
Fleet & Facility Management Weekly Hours								**168**
Finance								
Payment Center 2006 E. 95th St.								
1 Officer	7:45am - 3:45pm	7:45am - 3:45pm	7:45am - 3:45pm	7:45am - 3:45pm	7:45am - 3:45pm	None	None	40
1 Officer	10:45am – 6:45pm	10:45am – 6:45pm	10:45am – 6:45pm	10:45am-6:45pm	10:45am 6:45pm	None	None	40
Payment Center 2550 W. Addison								
1 Officer	7:45am-3:45pm	7:45am-3:45pm	7:45am-3:45pm	7:45am-3:45pm	7:45am-3:45pm	None	None	40
1 Officer	10:45am-6:45pm	10:45am-6:45pm	10:45am-6:45pm	10:45am-6:45pm	10:45am-6:45pm	None	None	40
Payment Center 4770 S. Kedzie								
1 Officer	7:45pm-3:45pm	7:45am -3:45 pm	7:45am-3:45pm	7:45am-3:45pm	7:45am-3:45pm	None	None	40
1 Officer	10:45am - 6:45pm	10:45am-6:45pm	10:45am - 6:45pm	10:45am - 6:45pm	10:45am - 6:45pm	None	None	40
Finance Weekly Hours								**240**
Water Dept								
Pumping Stations								
68th St. PS - 6801 S. Oglesby								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
Cermak PS - 735 W. Harrison								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
T. Jefferson PS - 2250 W. Eastwood								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
Chicago Av. PS - 801 N. Michigan								
2 Officers (1 per 8 hour shift)	16 Hours	16 Hours	16 hours	16 Hours	16 Hours	None	None	80
1 Officer (weekends) 1 per 8 hr shift	None	None	None	None	None	24 Hours	24 Hours	48
Lakeview PS - 750 W. Wilson								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
Sunnyside PS - 4900 W. Sunnyside								

2 Officers (weekends) - 1 per 8 hour shift	None	None	None	None	None	16 Hours	16 Hours	32
Central District: 3901 South Ashland								
2 Officers (1 per 8 hour shift)	16 Hours	16 Hours	16 Hours	16 Hours	16 Hours	None	None	80
3 Officers (weekends) - 1 per 8 hour shift	None	None	None	None	None	24 Hours	24 Hours	48
South District: 1040 West 95th Street								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
1424 W Pershing								
2 Officers (1 per 8 hour shift)	16 Hours	16 Hours	16 Hours	16 Hours	16 Hours	16 Hours	16 Hours	112
1747 N. Sprtinfgfield								
3 Officers (weekends) - 1 per 8 hour shift	None	None	None	None	None	24 Hours	24 Hours	48
9540 S. Genoa								
3 Officers - (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
7540 S. Winston								
3 Officers (weekends) - 1 per 8 hour shift	None	None	None	None	None	24 Hours	24 Hours	48
Grand & Rockwell								
3 Officers (1 per 8 hour shift)	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
Water Total Weekly Hours								**1672**
Buildings								
2240 W. Ogden								
1 Officer	8:00am-4:00pm	8:00am-4:00pm	8:00am-4:00pm	8:00am-4:00pm	8:00am-4:00pm	None	None	40
Buildings Total Weekly Hours:								**40**
Business Affairs								
Offices of 2350 W. Ogden								
1 Officer	7:45am-4:45pm	7:45am-4:45pm	7:45am-4:45pm	7:45am-4:45pm	7:45am-4:45pm	None	None	45
Business Affairs Weekly Hours:								**45**
Streets & Sanitation								
Salt Station (Nov-March)								
4600 W. 72nd St.	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	24 Hours	24 Hours	128
4615 W. Homer	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	24 Hours	24 Hours	128
9500 S. Chicago Ave.	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	3:00pm – 7:00am	24 Hours	24 Hours	128
12000 S. Peoria	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
5301 S. LaSalle	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168
2200 S. Federal	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	168

Streets & Sanitation Weekly Hours:								**888**
Public Health								
Englewood 641 W. 63rd St.								
2 Officers	8:00 am - 4:00 pm	8:00am - 4:00 pm	8:00am - 4:00 pm	8:00 am - 4:00 pm	8:00 am - 4:00 pm	None	None	80
Lakeview Neighborhood H.C. 2861 N. Clark								
1 Officer	8:00am – 4:00pm	10:00am – 6:00pm	8:00am – 4:00pm	10:00am - 6:00pm	8:00am – 4:00pm	None	None	40
Food & Dairy 2133 W. Lexington								
1 Officer	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	None	None	45
Roseland 200 E. 115th Street								
1 Officer	8:00 am - 4:00 pm	9:00am -5:00pm	8:00 am - 4:00 pm	9:00am-5:00pm	8:00 am - 4:00 pm	None	None	40
Sach's Clinic 2160 W. Ogden								
1 Officer	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	7:30 am - 4:30 pm	None	None	45
Uptown H.C. 845 W. Wilson								
1 Officers	8:30 am - 4:30 pm	8:30 am - 4:30 pm	8:30 am - 4:30 pm	8:30am - 4:30pm	8:30 am -4:30 pm	None	None	40
Greater Lawn 4150 W. 55th St.								
1 Officer	8:00 am - 4:00 pm	8:00 am - 4:00 pm	8:00 am - 4:00 pm	8:00 am - 4:00 pm	8:00 am - 4:00 pm	None	None	45
Austin - 4909 W. Division								
	8:00am – 4:00pm	8:00am - 4:00 pm	8:00 am - 4:00 pm	8:00 am - 4:00pm	8:00 am - 4:00pm	None	None	40
Health Total Weekly Hours:								**375**
Human Services								
Englewood 1140 W. 79th St.								
1 Officer	8:00am - 4:00pm	8:00 - 4:00pm	8:00am - 4:00pm	8:00am - 4:00pm	8:00am - 4:00pm	None	None	40
Garfield 10 S. Kedzie								
6 Officers	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	336
1 Officer	9:00 am - 5:00 pm	9:00 am - 5:00 pm	9:00 am - 5:00 pm	9:00 am - 5:00 pm	9:00 am - 5:00 pm	None	None	40
King Center 4314 S. Cottage Grove								
1 Officer	8:00am - 4:00pm	8:00am - 4:00pm	8:00am - 4:00pm	8:00am - 4:00pm	8:00am - 4:00pm	None	None	40
1 Officer	9:00am - 5:00pm	9:00am - 5:00pm	9:00am - 5:00pm	9am - 5:00pm	9:00am - 5:00pm	None	None	40
South Chicago - 8650 S. Commercial								
1 Officer	8:30am - 4:30pm	8:30am - 4:30pm	8:30am - 4:30 pm	8:30am - 4:30pm	8:30am - 4:30pm	None	None	40
Trina Davila 4312 W. North Ave								
1 Officer	8:00 am - 5:00 pm	8:00 am - 5:00 pm	8:00 am - 5:00 pm	8:00 am - 5:00 pm	8:00 am - 5:00 pm	None	None	45
Human Services Total Weekly Hours:								**581**
Librarys								

Category 1								
Austin Branch								
1 Officer	12:00pm - 8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00am-5:00pm	9:00am-5:00 pm	None	48
1 Officer	4:00pm-8:00pm	2:00pm-6:00pm	4:00pm-8:00pm	2:00pm-6:00pm	None	None	None	16
Albany Park								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	9:00am-5:00pm	None	None	40
Altgeld								
1 Officer	12:00 pm - 8:00 pm	10:00am-6:00pm	12:00 pm - 8:00 pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
Austin-Irving								
1 Officer	3:00pm-8:00pm	2:00pm-6:00pm	3:00pm-8:00pm	2:00pm-6:00pm	1:00pm-5:00pm	1:00pm - 5:pm	None	26
Back of the Yards								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	None	9:00am - 5:00pm	None	40
Bessie Coleman								
1 Officer	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
Beverly								
1 Officer	12:00 pm - 8:00 pm	10:00 am -6:00 pm	12:00 pm - 8:00 pm	10:00am - 6:00 pm	9:00 am - 5:00 pm	9:00 am-5:00 pm	None	48
Brainerd								
1 Officer	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	1:00pm-5:00pm	1:00pm-5:00 pm	None	32
Canaryville								
1 Officer	2:00pm- 8:00pm	12:00pm- 6:00pm	2:00pm- 8:00pm	12:00pm-6:00pm	1:00pm-5:00pm	1:00pm - 5:00pm	None	32
Chicago Bee								
2 Officer	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am - 5:pm	None	96
Chicago Lawn								
1 Officer	2:00pm-6:00pm	2:00pm-8:00pm	2:00pm-6:00pm	2:00pm-8:00pm	1:00 pm - 5:00 pm	9:00am-5:00 pm	None	32
Clearing								
1 Officer	None	None	None	None	None	None	None	
Douglass								
2 Officer	10:00pm-6:00pm	12:00am-8:00pm	10:00pm-6:00pm	12:00am-8:00pm	9:00am-5:00 pm	9:00am-5:00 pm	None	96
Dunning								
1 Officer	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	11:00pam-5:00pm	None	None	30
Gage Park								
1 Officer	2:00pm-6:00pm	4:00pm-8:00pm	2:00pm-6:00pm	4:00pm-8:00pm	None	1:00pm-5:00pm	None	20
Hall								
1 Officer	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	1:00pm-5:00pm	1:00pm-5:00pm	None	32
Humboldt Park								
1 Officers	2:00pm-8:00pm	2:00pm-8:00pm	2:00pm-8:00pm	2:00pm-8:00pm	1:00pm-5:00pm	1:00pm-5:00pm	None	32
Independence								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00am-5:00pm	None	48
Jeffery Manor								
1 Officer	2:00pm-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	4:00pm-8:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	9:00am - 5:00pm	40
Kelly								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00am-8:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48

Legler								
1 Officer	12:00am-8:00pm	10:00am-6:00pm	12:00am-8:00pm	10:00am-6:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
1 Officer	4:00pm-8:00pm	2:00pm-6:00pm	4:00pm-8:00pm	2:00pm-6:00pm	None	None	None	16
Mabel Manning								
1 Officer	12:00am-8:00pm	10:00am-6:00pm	12:00am-8:00pm	10:00am-6:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
Pullman								
1 Officer	10:00 am - 6:00 pm	12:00 pm - 8:00 pm	10:00 am - 6:00 pm	12:00pm - 8:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
Rudy Lozano								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
Sherman Park								
1 Officer	2:00pm - 8:00pm	12:00pm-6:00pm	2:00pm - 8:00pm	12:00pm-6:00pm	1:00pm-5:00pm	1:00pm-5:00pm	None	32
Sulzer Regional								
1 Officer	8:30am – 4:30 pm	8:30am – 4:30 pm	8:30am – 4:30 pm	8:30am – 4:30 pm	8:30am-4:30pm	9:15am-5:15pm	11:30am - 5:30pm	54
1 Officer	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	8:45am-5:15pm	9:15am-5:15pm	11:30am-5:30pm	54
1 Officer	12:00pm-8:00pm	12:00pm-8:00pm	12:00pm-8:00pm	12:00pm-8:00pm	8:45am-5:15pm	8:30am-4:30pm	12:30pm-5:30pm	53
1 Officer	3:15pm-9:15pm	3:15pm-9:15pm	3:15pm-9:15pm	3:15pm-9:15pm	None	None	None	24
1 Officer	1:15pm-9:15pm	1:15pm-9:15pm	1:15pm-9:15pm	1:15pm-9:15pm	None	None	None	32
Thurgood Marshall								
1 Officers	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
Uptown								
1 Officer	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	11:00am-5:00pm	11:00am-5:00pm	None	36
West Englewood								
1 Officer	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
Whitney Young								
1 Officer	10:00 am - 6:00 pm	12:00 pm - 8:00 pm	10:00 am - 6:00 pm	12:00pm - 8:00pm	9:00am - 5:00 pm	9:00am-5:00 pm	None	48
Woodson Regional								
1 Supervisor	9:00am - 9:00 pm	9:00am - 9:00 pm	9:00am - 9:00 pm	9:00am - 9:00 pm	9:00am-5:00pm	9:00am-5:00pm	1:00 pm - 5:00 pm	68
3 Officers	1:15pm-9:15pm	1:15pm-9:15pm	1:15pm-9:15pm	1:15pm-9:15pm	9:00am-5:00pm	9:00am-5:00pm	12:30pm-5:30pm	159
3 Officers	8:45am-1:15pm	8:45am-1:15pm	8:45am-1:15pm	8:45am-1:15pm	None	None	None	54
Archer Heights								
1 Officer	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	1:00pm - 5:00pm	1:00pm-5:00pm	None	32
Avalon								
1 Officer	12:00pm-8:00pm	10:00am - 6:00pm	12:00pm - 8:00pm	10:00am - 6:00 pm	9:00am - 5:00 pm	9:00am – 5:00pm	None	48
Bezazian								
1 Officer	12:00pm-8:00pm	12:00pm-6:00pm	12:00 pm - 8:00 pm	12:00pm-6:00pm	11:00 am - 5:00 pm	11:00am-5:00 pm	None	40
Blackstone								
1 Officer	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	1:00 pm-5:00 pm	1:00pm 5:00 pm	None	32
Chinatown								

1 Officer	12:00pm-8:00pm	10:00am-6:00am	12:00pm-8:00pm	10:00am-6:00am	9:00am-5:00pm	9:00am-5:00pm	None	48
1 Officer	4:00pm-8:00pm	2:00pm-6:00pm	4:00pm-8:00pm	10:00am-6:00pm	None	9:00am-5:00pm	None	28
Edgewater								
1 Officer	10:00 am - 6:00 pm	12:00 pm - 8:00 pm	10:00 am - 6:00 pm	12:00pm - 8:0 pm	9:00 am - 5:00 pm	9:00 am - 5:00 pm	None	48
Jefferson Park								
1 Officer	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	None	1:00pm-5:00pm	None	24
John Merlo								
1 Officer	12:00 pm - 8:00 pm	10:00 am - 6:00 pm	12:00 pm - 8:00 pm	10:00am - 6:00 pm	9:00 pm - 5:00 pm	9:00am-5:00 pm	None	48
Lincoln Belmont								
1 Officer	12:00 pm - 6:00 pm	2:00pm - 8:00 pm	12:00pm - 6:00pm	2:00 pm - 8:00 pm	1:00pm - 5:00pm	1:00 pm - 5:00 pm	None	32
Lincoln Park								
1 Officer	12:00 pm - 6:00 pm	2:00 pm - 8:00 pm	12:00pm - 6:00 pm	2:00 pm - 8:00 pm	1:00 pm - 5:00 pm	1:00pm - 5:00pm	None	32
Logan Square								
1 Officer	2:00pm-6:00pm	2:00pm-8:00pm	2:00pm-6:00pm	2:00pm-8:00pm	1:00 pm - 5:00 pm	1:00 pm - 5:00 pm	None	28
McKinley Park								
1 Officer	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	1:00pm-5:00pm	1:00pm-5:00pm	None	32
Martin Luther King, Jr.								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
Mayfair								
1 Officer	2:00pm-6:00pm	2:00 pm - 6:00 pm	2:00pm-6:00pm	2:00 pm - 6:00 pm	1:00 pm - 5:00 pm	None	None	20
Near North								
1 Officer	2:00pm-8:00pm	12:00 pm-6:00pm	2:00pm-8:00pm	12:00 pm-6:00pm	1:00pm-5:00pm	1:00pm-5:00pm	None	32
North Pulaski								
1 Officer	1:00 pm - 6:00 pm	12:00pm-6:00pm	1:00 pm - 6:00 pm	12:00pm-6:00pm	12:00 pm - 5:00 pm	12:00pm-5:00 pm	None	32
Northtown								
1 Officer	10:00 am - 6:00 pm	12:00 pm - 8:00 pm	10am - 6:00 pm	12:00 pm - 8:00pm	9:00am - 5:00pm	9:00 pm - 5:00 pm	None	48
Portage -Cragin								
1 Officer	3:00 pm - 8:00 pm	1:00 pm - 6:00 pm	3:00 pm - 8:00 pm	1:00 pm - 6:00 pm	1:00pm - 5:00 pm	1:00pm - 5:00pm	None	28
Richard J. Daley								
1 Officer	12:00pm-6:00pm	12:00pm-8:00pm	12:00pm-6:00pm	12:00pm-8:00pm		1:00pm-5:00pm	None	32
Rogers Park								
1 Officer	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
South Chicago								
1 Officer	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	9:00 am - 5:00 pm	9:00am-5:00 pm	None	48
South Shore								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	9:00 am - 5:00 pm	9:00am-5:00pm	None	48
Theodore Roosevelt								
1 Officers	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	10:00am - 6:00pm	9:00am -5:00pm	None	48

Toman								
1 Officer	2:00pm-8:00pm	12:00pm-6:00pm	2:00pm-8:00pm	12:00pm-6:00pm	1:00pm - 5:00pm	1:00pm - 5:00pm	None	32
West Belmont								
1 Officer	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	1:00 pm - 5:00 pm	None	None	24
Wrightwood Ashburn								
1 Officer	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	1:00pm-5:00pm	None	None	24
Buck Town								
1 Officer	2:00 pm- 8:00 pm	2:00 pm-6:00 pm	2:00 pm-8:00 pm	2:00 pm-6:00 pm	1:00 pm-5:00 pm	1:00 pm-5:00 pm	None	28
Budlong Woods								
1 Officer	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	1:00 pm - 5:00 pm	1:00 pm - 5:00 pm	None	32
Edgebrook								
1 Officer	2:00pm-8:00pm	2:00pm-6:00pm	2:00pm-8:00pm	2:00pm-6:00pm	None	None	None	20
Oriole Park								
1 Officer	2:00pm-8:00pm	2:00 pm - 6:00 pm	2:00pm-8:00pm	2:00 pm - 6:00 pm	None	None	None	20
Roden								
1 Officer	2:00 pm - 6:00 pm	4:00 pm - 8:00 pm	2:00 pm - 6:00 pm	4:00 pm - 8:00 pm	1:00 pm - 5:00 pm	None	None	20
Scottsdale								
1 Officer	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	2:00 pm - 6:00 pm	2:00 pm - 8:00 pm	1:00 pm - 5:00 pm	None	None	24
Vodak/East Side								
1 Officer	2:00pm-8:00pm	2:00 pm - 6:00 pm	2:00pm-8:00pm	2:00 pm - 6:00 pm	1:00 pm - 5:00 pm	1:00pm-5:00pm	None	28
Walker								
1 Officer	2:00pm-6:00pm	2:00pm-8:00pm	2:00pm-6:00pm	2:00pm-8:00pm	1:00pm-5:00pm	None	None	24
West Chicago								
1 Officer	10:00am-6:00pm	12:00pm-8:00pm	10:00am-6:00pm	12:00pm-8:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
West Lawn								
1 Officer	3:00 pm -8:00 pm	2:00 pm - 6:00 pm	3:00 pm - 8:00 pm	2:00 pm - 6:00 pm	None	11:00a-5:00p	None	24
West Pullman								
1 Officer	12:00 pm - 8:00 pm	10:00 am - 6:00 pm	12:00 pm-8:00 pm	10:00 pm-6:00 pm	9:00 am-5:00 pm	9:00 am-5:00 pm	None	48
West Town								
1 Officer	10:00am-6:00pm	12:00am-8:00pm	10:00am-6:00pm	12:00am-8:00pm	None	9:00 am-5:00 pm	None	40
Brighton Park								
1 Officer	12:00pm - 6:00pm	2:00pm - 8:00pm	12:00am - 6:00pm	2:00pm - 8:00pm	1:00pm - 5:00pm	1:00pm - 5:00pm	None	32
Garfield Ridge								
1 Officer	12:00pm - 6:00pm	2:00pm - 8:00pm	12:00am - 6:00pm	2:00pm - 8:00pm	1:00pm - 5:00pm	1:00pm - 5:00pm	None	32
Greater Grand Crossing								
1 Officer	10:00am-6:00pm	12:00pm - 8:00pm	10:00am-6:00pm	12:00pm - 8:00pm	9:00am - 5:00pm	9:00am - 5:00pm	None	48
Hegewisch								
1 Officer	12:00pm - 4:00pm	12:00pm - 4:00pm	12:00pm - 4:00pm	12:00pm - 4:00pm	None	None	None	16
Mount Greenwood								
	None	None	None	None	None	None	None	0

Little Village								
1 Officer	12:00pm - 6:00pm	2:00pm - 8:00pm	12:00am - 6:00pm	2:00pm - 8:00pm	1:00pm - 5:00pm	1:00pm - 5:00pm	None	32
Richard M Daley								
1 Officer	10:00am-6:00pm	12:00pm - 8:00pm	10:00am-6:00pm	12:00pm - 8:00pm	9:00am - 5:00pm	9:00am - 5:00pm	None	48
	12:00pm - 4:00pm	12:00pm - 4:00pm	12:00pm - 4:00pm	12:00pm - 4:00pm	None	None	None	16
North Austin								
1 Officer	10:00am-6:00pm	12:00pm - 8:00pm	10:00am-6:00pm	12:00pm - 8:00pm	9:00am - 5:00pm	9:00am - 5:00pm	None	48
West Loop								
1 Officer	10:00am-6:00pm	12:00pm - 8:00pm	10:00am-6:00pm	12:00pm - 8:00pm	9:00am - 5:00pm	9:00am - 5:00pm	None	48
Library Total Weekly Hours								**3430**
Animal Care								
Facility at 2741 S. Western								
1 Officer	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	24 Hours	**168**
Animal Care Total Weekly Hours								**168**
Cultural Affairs								
Cultural Center 78 E. Washington								
Loading Dock								
1 Officer	6:00am-6:00pm	6:00am-6:00pm	6:00am-6:00pm	6:00am-6:00pm	6:00am-6:00pm	None	None	60
Randolph side								
1 Officer	7:30am-7:00pm	7:30am-7:00pm	7:30am-7:00pm	7:30am-7:00pm	6:30am-6:00pm	6:30am-6:00pm	6:30am-6:00pm	80.5
Washington side								
1 Officers	7:30am-7:00pm	7:30am-7:00pm	7:30am-7:00pm	7:30am-7:00pm	6:30am-6:00pm	6:30am-6:00pm	6:30am-6:00pm	80.5
Internal Building Patrols								
1 Officer	09:00am-5:00pm	09:00am-5:00pm	09:00am-5:00pm	09:00am-5:00pm	09:00am-5:00pm	09:00am-5:00pm	09:00am-5:00pm	56
1 Officer	10:00am-6:00pm	10:00am-6:00pm	10:00am-6:00pm	10:00am-6:00pm	10:00am-6:00pm	10:00am-6:00pm	10:00am-6:00pm	56
1 Officer	11:30am-7:00pm	11:30am-7:00pm	11:30am-7:00pm	11:30am-7:00pm	11:30am-7:00pm	11:30am-7:00pm	11:30am-7:00pm	52.5
Exhibits/Summer Programs								
Exhibit 1 Officer	24hrs	24hrs	24hrs	24hrs	24hrs	24hrs	24hrs	168
Exhibit 1 Officer	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	112
Exhibit 1 Officer	7:00am-8:30pm	7:00am-8:30pm	7:00am-8:30pm	7:00am-8:30pm	7:00am-8:30pm	7:00am-8:30pm	7:00am-8:30pm	94.5
2 Supervisors	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	7:00am-11:00pm	112
Gallery 37 66 E. Randolph								
1 Officer	7:00am-7:00pm	7:00am-7:00pm	7:00am-7:00pm	7:00am-7:00pm	7:00am-7:00pm	9:00am-5:00pm	None	68
1 Internal Patrol	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	9:00am-5:00pm	None	48
Expo 72 E. Randolph								
1 Officers	7:00am-8:00pm	7:00am-8:00pm	7:00am-8:00pm	7:00am-8:00pm	7:00am-8:00pm	9:00am-7:00pm	9:30am-6:00pm	83.5
Widow Clark 1827 S. Indiana								
1 Officer	None	None	12:00pm-4:00pm	12:00pm-4:00pm	12:00pm-4:00pm	None	None	12

Water Tower/Pumping Station								
1 Officer	9:00am-7:30pm	9:00am-7:30pm	9:00am-7:30pm	9:00am-7:30pm	9:00am-7:30pm	9:00am-7:30pm	9:00am-7:30pm	73.5
City Gallery								
1 Officer	10:00am-6:30pm	10:00am-6:30pm	10:00am-6:30pm	10:00am-6:30pm	10:00am-6:30pm	10:00am-6:30pm	10:00am-6:30pm	59.5
Cultural Affairs Total Weekly Hours								**1216.5**
Total Weekly Hours								**8655.5**
***1 Shift - approximately 8 hours unless noted**								

Exhibit 4: BOMA/CHICAGO – 2016-2019 AGREEMENT – LOCAL SECURITY

BOMA/CHICAGO – SEIU, LOCAL 1 2016-2019 SECURITY AGREEMENT

April 25, 2016 through April 28, 2019

Table of Contents

ARTICLES	PAGE	
I	2	Recognition
II	3	Employer Rights, Union Membership and Checkoff
III	4	Discharge and Discipline
IV	5	Wages
V	6	Workweek-Overtime
VI	6	Holidays
VII	8	Vacations
VIII	9	Termination-Vacation Accrual-Final Paycheck
IX	10	Funeral Leave
X	10	Working Conditions
XI	12	Veterans' Rights
XII	12	Health and Welfare Funds
XIII	13	Pension Funds
XIV	15	Health and Welfare- Pension Delinquencies
XV	16	Seniority
XVI	17	Leaves of Absence
XVII	18	Strikes, Lockouts, Picketing
XVIII	18	Grievance Procedure and Arbitration
XIX	21	Union Activities in Buildings
XX	21	Election to Adopt or Withdraw from Contract
XXI	21	Jury Service
XXII	21	Miscellaneous Provisions
XXIII	22	Subcontracting
XXIV	23	"Most Favored Employer" Clause
XXV	24	Duration

SCHEDULES		
"A"	25	Member Signatory Buildings
"B"	29	Wage Progression Examples

SIDE LETTERS

AGREEMENT

BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO

AND

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1

SECURITY EMPLOYEES

April 25, 2016 through April 28, 2019

THIS AGREEMENT, entered into by the BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO (hereafter designated as the "Association") on behalf of such of its member buildings as are listed in Schedule "A" attached hereto, and SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1, SEIU (hereafter designated as the "Union") covers wages, hours and working conditions for security employees who are now or may hereafter be represented by said Union (hereafter designated as "employees") and who are now or may hereafter be employed by such members of the Association as now are or who may hereafter become parties hereto (hereafter designated as "Employers").

ARTICLE I - RECOGNITION

The Employers recognize the Union as the sole and exclusive representative of all non-supervisory full and part-time security employees, including elevator operators, starters and assistant starters employed by them in the buildings which are now or may hereafter be covered by this Agreement, but excluding highly compensated loss prevention, detection and investigative employees and security personnel employed by building tenants or by contractors engaged by tenants. Employers and employees shall not bargain independently of the Union with respect to wages, hours of employment or working conditions as provided in this Agreement; the right to bargain on behalf of all such employees is vested solely in the Union. Bargaining unit work consists of all security-related functions performed within and about the building including, but not limited to operating and monitoring security and safety equipment, monitoring and controlling ingress and egress, operating passenger and freight elevators (except temporary construction elevators situated outside the building and those elevators in the building not previously operated by bargaining unit personnel which are designated by the Employer for a sustained period as dedicated, full-time, construction elevators for use exclusively in connection with major construction projects) to transport and facilitate ingress-and egress of persons, equipment and/or material of any kind to and from the floors or levels of the building, and elevator starter functions.

ARTICLE II - EMPLOYER RIGHTS, UNION MEMBERSHIP AND CHECKOFF

Section 1. Subject to the provisions of this Agreement, the Employer shall have the exclusive right to direct the employees covered by this Agreement. Among the exclusive rights of management, but not intended as a wholly inclusive list of them are: the right to plan, direct, and control all operations performed in the building, to direct the working force, to transfer, hire, demote, promote, discipline, suspend or discharge, for proper cause, to subcontract work and to relieve employees from duty because of lack of work or for any other legitimate reason. The Union further understands and agrees that the Employer provides an important service to its tenants of a personalized nature to fulfill their security needs, as those needs are perceived by the Employer and the tenants. Accordingly, this Agreement shall be implemented and interpreted by the parties so as to give consideration to the needs and preferences of the tenants.

Section 2. On or after the thirty-first day following the beginning of employment, or the effective date of this Agreement, or the execution date of this Agreement, whichever is later, every employee subject to the terms of this Agreement shall, as a condition of employment, become and remain a member of the Union paying the periodic dues and initiation fees uniformly required, or, in the alternative, shall, as a condition of employment, pay a fee in the amount of periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership, or, if the employee objects to, the payment of that fee, such employee shall as a condition of employment pay that portion of the fee related to representative costs.

Section 3. The Employer agrees to deduct in the first pay period of each month, from the pay of every employee who has executed and caused to be delivered to the Employer a written assignment, the regular monthly dues and the initiation fee of the Union, if due and owing, in accordance with the Constitution and Bylaws of the Union as certified to the Employer by the Union, and any COPE contributions if duly requested by the Employee. Where the employee, who is on check off, has insufficient earnings during the first pay period of the month, the deductions shall be made by the Employer from the next wage payment in accordance with billings furnished by the Union.

The Employer agrees that such deductions shall constitute Trust Funds and will be forwarded by the Employer to the Union within ten (10) days after such deduction is made. With each monthly remittance, the Employer shall transmit electronically by building the names, social security numbers, wage rates and starting dates of all employees of the Employer covered by this Agreement who performed security services in the building during the preceding month including, where known, their status as temporary or regular employees. The Union will provide to a member building, within ten (10) business days of receiving a written request by a member building, the information described in the preceding sentence. Any employer who, without a bona fide reason, intentionally fails to remit such deductions within thirty (30) days on two (2) occasions within any twelve (12) month period shall, in the event of any such subsequent failure, be required to pay in addition to the delinquent amount, interest at the rate of two percent (2%) per month thereon, and liquidated damages at the rate of five percent (5%) per month thereon, as well as all costs incurred by the Union in recovering such delinquent amounts, including attorney and auditor fees and court costs.

The Union agrees to indemnify and save the Employer harmless from any liability incurred by reason of such deductions.

Section 4. The Employer shall discharge an employee for-non-payment of Union initiation fees or dues within ten (10) days after the Employer's receipt of written notice from the Union that such employee is not in good standing. Said notice shall state that the employee has previously been given fifteen (15) days' written notice: (a) of the delinquency; (b) the amount and method of computation thereof; (c) that the employee is not in good standing with respect to the payment of Union initiation fees or dues; and (d) that discharge will result at the end of said fifteen (15) day period unless all arrears are paid. The Union will indemnify, defend and hold the Employer harmless against all liability, damages, claims and costs incurred by the Employer, including but not limited to court costs, judgments and attorney fees and expenses, by reason of the Employer's compliance with this Section. The Union reserves the right, at its option and at its own expense, to appear and defend all such claims whenever suit is brought against the Employer. Employee protests of discharge for alleged non-payment of Union initiation fees or dues will not be subject to the grievance procedure or arbitration.

Section 5. When the employee resigns from a contractor (other than retirement), and the contractor has paid a Permanent Employee Registration Card (PERC) fee for the employee, a deduction shall be made from the employee's final paycheck to cover the PERC fee for the portion of the three (3) year period remaining after the employee's resignation if the employee has not already paid for it.

ARTICLE III - DISCHARGE AND DISCIPLINE

Section 1. The right to discipline and discharge for cause shall be vested solely in the Employer but, except for probationary employees, the Union shall have the right to investigate the reasons therefore and to process grievances protesting such action through the grievance procedure.

In addition to those circumstances mentioned elsewhere in this Agreement, just cause circumstances for discharge shall include; but not be limited to: unlawful use or unlawful possession of controlled substances, intoxication, insubordination, theft, excessive absenteeism, gross negligence, violence in the workplace, a serious instance of sexual harassment, possession of firearms unless authorized by the employer, loss of or failure to renew Permanent Employee Registration Card (PERC) (provided that the Employer shall permit the employee thirty (30) days to renew his or her PERC card) or failure to notify Employer of loss of PERC, failure to comply with reasonable rules, policies or directives promulgated by the Employer and clearly communicated to the employee, use of unnecessary force or disrespectful treatment of a tenant, visitor or employee and inability or unwillingness to be trained to fulfill existing or modified security needs of the Employer, the building owner or its tenants. The Union further understands and agrees that the Employer provides an important service to its tenants of a personalized nature to fulfill their security needs, as those needs are perceived by the Employer, the building owner and the tenants. Accordingly, the provisions of this Section shall be implemented and interpreted by the parties and by an arbitrator in arbitration proceedings so as to give significant consideration to such needs.

Section 2. Except for discharge for the reasons specifically enumerated in Section 1 of this Article, the Employer shall give to the employee and the Union written notice of the reason therefore, 10 days prior to the effective date of the discharge, or 10 days pay, in addition to all other benefits which the employee has accrued to date of discharge. The day on which the notice is given shall be excluded from the 10 day period. The employee may resign by giving the Employer the same notice. In the event of such a discharge for which no prior notice is required, the Employer shall promptly furnish the Union written notice of the reason for such discharge.

ARTICLE IV - WAGES

Section 1. Effective April 25, 2016 employees hired prior to April 30, 2013 shall receive an increase in pay of not less than forty cents ($.40) per hour or a minimum wage rate of not less than $14.15 per hour, whichever is greater.

Effective April 24, 2017, employees hired prior to April 30, 2013 shall receive an increase in pay of not less than forty cents ($.40) per hour or a minimum wage rate of not less than $14.55 per hour, whichever is greater.

Effective April 23, 2018, employees hired prior to April 30, 2013 shall receive an increase in pay of not less than forty-five cents ($.45) per hour or a minimum wage rate of not less than $15.00 per hour, whichever is greater.

Section 2. Security employees hired on or after April 30, 2013 shall receive not less than the following minimum wage rates depending upon the length of their continuous employment by the Employer:

	4/25/2016	4/24/2017	4/23/2018
Starting	$11.00	$12.00	$13.00
After 1 year of continuous service	$11.20	$12.20	$13.20
After 2 years of continuous service	$11.40	$12.40	$13.40
After 3 years of continuous service	$11.60	$12.60	$13.60
After 4 years of continuous service	$11.80	$12.80	$13.80

*** See Schedule B attached to Agreement for examples of salary scale implementation.

If the Employee's rate is already equal to or greater than the minimum wage rates above on his or her anniversary, the Employee will receive an increase in the amount provided for in Section 1 for the year during which the anniversary occurs, provided that in no event shall an Employee's increase be less than the amount provided for in Section 1 for the year in which the anniversary occurs.

Section 3. The foregoing are minimum hourly rates of pay and nothing herein shall be deemed to prevent or restrict the Employer from paying employees higher hourly rates than those set forth in Section 1 and 2 above.

Section 4. Employees shall be paid at their job location not less often than every two weeks.

Section 5. Any regular full-time employee who is required to work on their regular day off shall be given at least four (4) hours of work. Employees who are required by the Employer (or pursuant to subpoena) to make court appearances as a result of circumstances arising out of the course of their employment with the Employer shall be paid for the time spent in court and in the event that such appearance occurs on a day when the employee is not scheduled to work, the employee shall receive not less than four (4) hours pay.

ARTICLE V - WORKWEEK-OVERTIME

Section 1. The work week shall consist of seven (7) consecutive days. This Section shall not be construed as a guarantee of any number of days work per week or hours work per day. An employee will be granted a minimum of one (1) day off in each work week.

Work schedules for part-time security employees shall be established by the Employer in accordance with its operating needs.

Section 2. All work performed in excess of 40 hours in one workweek shall constitute overtime and shall be paid for at the rate of time and one-half the employee's hourly rate. The Employer guarantees the foregoing hours of work to those full time security employees who were employed as such by the Employer as of the effective date of this Agreement who are scheduled to work in a workweek and who are ready, willing and able to work such hours; provided, however, that employers maintaining regular workweeks for full-time security employees of less than 40 hours as of the effective date of this Agreement may continue to maintain such work weeks. The weekly guarantee provided in this section shall not apply in any workweek in which the Employer is required to close a building covered by this agreement for part or all of a scheduled workday due to an act of God or other circumstances beyond the Employer's control, including but not limited to fire, snowstorm, flood, or act of terrorism. If any security employee is required to work beyond his regularly scheduled hours in any day, such employee shall be paid therefore and shall not be required to take compensatory time off.

Section 3. Each full-time employee shall be entitled to 20 minutes of paid non-working time per day which shall be taken in two rest periods; and 10 minutes paid non-working time for every four (4) hours the employee works over their normal schedule; provided, that if the Employer has previously specified relief time in excess of that provided herein, such additional relief time shall continue to be provided to security employees who were employed by the Employer as of October 15, 1984 and who were, as of that date, receiving such additional specified relief time. Employers who comply with this provision shall be deemed to have complied with and satisfied the provisions of Illinois law as set forth in 820 ILCS 140/3.

ARTICLE VI - HOLIDAYS

Section 1. The following days, or the days on which they are legally observed, shall be observed as holidays for all regular security employees who have completed their probationary periods:

New Year's Day
Dr. Martin Luther King Day
Memorial Day
Fourth of July
Labor Day
Thanksgiving Day
Christmas Day
Employee's Birthday (for employees with one or more years of service)
Either Christmas or New Year's Eve, or one-half day on both, whichever is designated by the Employer.

In addition, following completion of their probationary periods, regular security employees covered by this Agreement shall receive three (3) personal holidays during each anniversary year of their employment on days mutually acceptable to them and their employers. Personal holidays may be used for "sick time" as long as an employee notifies their employer in accordance with the employer's policies but in no event less than two (2) hours prior to the start of their shift.

If an eligible employee's birthday holiday falls on one of the other holidays observed in this Agreement, the employee shall be paid for both holidays. If an eligible employee's birthday falls on February 29, he or she shall be regarded as having a birth date of February 28th.

Section 2. Each regular employee shall be credited with the normal numbers of hours at straight time in his or her shift on each of such holidays and, in the case of those holidays which fall on what would have been an employee's regular workday, such time shall be credited as time worked in computing overtime.

When a holiday falls on a regular employee's day off, he or she shall be credited with eight (8) hours at straight time (four (4) hours in the case of one-half day holidays) provided that regular employees who regularly work less than forty (40) hours per week, shall be paid for the aforesaid holidays on a pro-rata basis, that is the percentage which such employee's hours each week represent to a 40 (forty) hour week multiplied times eight (8) hours or four (4) hours, whichever is applicable.

Regular employees required to work on holidays, including the birthday holiday, shall be paid extra for such hours worked at one and one-half times their regular hourly rate, in addition to the holiday pay.

Section 3. In order to qualify for holiday pay, employees must work their last regularly scheduled shifts before the holiday and their next regularly scheduled shifts following the holiday; provided, that employees who are absent on one or both of such days due to approved vacation shall be entitled to holiday pay, and provided, further, that employees who are absent on one or both of such days due to FMLA leave, medical leave personal leave, personal holidays, funeral leave per Article IX, or jury duty per Article XXI previously approved by the Employer shall be entitled to receive holiday pay only upon their return to active employment within ninety (90) calendar days following the beginning of their absence. Employees on approved vacation, personal days approved two weeks in advance, or funeral leave, which ends or begins the day before or after a holiday, are entitled to compensation pursuant to this provision.

Section 4. In the event that there is one date provided for under Illinois law with respect to a holiday called for in this Agreement and another date provided for by Federal law, the date established by Federal law shall be observed, provided that a building as a unit may choose to observe the Illinois date to accommodate the needs of tenants. The following holidays, which fall on a Saturday or Sunday, constitute an exception to Section 1, above, and shall be observed on the actual day of the holiday, rather than the day they are legally observed:

2016 – Sunday, December 25th
2017 – Sunday, January 1st

Section 5. Employees scheduled to work on a holiday who do not report for work and fail to call in prior to their starting time shall not be eligible to receive holiday pay. Any employee who takes an extra day off in connection with the holidays provided for in this Article for unjustified reasons shall be subject to progressive discipline by the Employer.

Section 6. Employees must provide the Employer with the date of their birthday at least two (2) weeks in advance in order to receive holiday pay and/or time off for that date. If employees fail to provide such advance notice, the Employer may require them to celebrate their birthday holidays on alternative dates or receive pay in lieu of their birthday holidays.

ARTICLE VII - VACATIONS

Section 1. Regular employees who have been in the service of any building continuously for:

One year, shall be given an annual vacation of one week with pay;
Two years; shall be given an annual vacation of two weeks with pay;
Six years, shall be given an annual vacation of two weeks and one day with pay;
Seven years, shall be given an annual vacation of two weeks and two days with pay;
Eight years, shall be given an annual vacation of two weeks and three days with pay,
Nine years, shall be given an annual vacation of two weeks and four days with pay;
Ten years, shall be given an annual vacation of three weeks with pay;
Eighteen years, shall be given an annual vacation of four weeks with pay;
Twenty-five years, shall be given an annual vacation of five weeks with pay.

Section 2. An additional day's vacation (or 1/2 day in the case of one-half day holidays) shall be allowed an employee whose vacation period included one of the holidays listed in this Agreement:

Section 3. Service shall be deemed continuous notwithstanding leaves of absence for sickness, maternity or other reasons agreed to by the Employer.

Section 4. A week's vacation shall be computed upon the employee's regularly scheduled weekly hours of work for the fifty-two (52) weeks preceding his or her vacation. If an employee has worked less than fifty-two (52) weeks, such vacation shall be based upon the scheduled hours during the total number of weeks the employee has worked.

Section 5. Vacation accrual shall be given to a regular employee so long as such employee is carried on the payroll of the Employer (even though no compensation is paid). No vacation accrual is to be credited to the temporary, extra or substitute employee. Vacation accrual for such temporary, extra or substitute employee begins only at such time as the regular employee is dropped from the payroll. An employee who is absent for 180 days or more shall not be eligible for paid vacation until he or she has returned to active employment for at least ninety (90) days, unless the employee is permanently disabled.

Section 6. Vacation rights of employees shall not be affected by a change of ownership or management of the building so long as they remain in the employ of the new owners or managers. Any employee employed by a contractor whose employment is terminated by reason of a change of contractors during the employee's first year of employment in a building and who is retained in the same building by the new contractor shall, upon completion of his or her full first year of employment in the building, be entitled to a full vacation with pay from the new contractor, less any vacation pay which may have been received by the employee from the displaced contractor.

Section 7. Vacations shall be scheduled at times that are mutually acceptable to the Employer and the employee.

Section 8. Vacation checks for only the earned and approved vacation time requested by an employee with thirty (30) days of advance notice or more shall be paid to the employee no later than the last scheduled day of work before the beginning of the employee's scheduled vacation.

Section 9. Each regular employee shall be credited with the normal number of hours at straight time in his or her shift on each of such vacation days and in the case of those vacation days which fall on what would have been the employee's regular workday, such time shall be credited as time worked in computing overtime.

Employees required to work on scheduled vacation day(s) shall be paid for hours worked on such day(s) at one and one-half times their regular hourly rate in addition to vacation pay; provided, however, that the foregoing shall not apply if the Employer and employee agree to reschedule the previously scheduled vacation day(s).

ARTICLE VIII - TERMINATION-VACATION ACCRUAL-FINAL PAYCHECK

Section 1. Any employee who has been in the service of an Employer for more than one year and whose employment is terminated for any reason, shall be compensated on a pro rata basis, taking into account the employee's accrued vacation, if any, and the period worked since the first or anniversary date of employment compared with the vacation to which the employee would be entitled if the employee worked the entire year.

Section 2. Any employee shall receive his or her final paycheck in full at the time of separation, if possible, but in any case at the next regular payday.

ARTICLE IX - FUNERAL LEAVE

Each employer agrees to pay employees covered by this Agreement for necessary absence on account of death in the immediate family, up to and including a maximum of three scheduled workdays at straight time, provided the employee attends the funeral.

The term "immediate family" shall mean: spouse, civil partner as recognized by the laws of the State of Illinois, parent, child, brother, sister, father-in-law, mother-in-law, grandparent or grandchild. In the event the employee is unable to attend the funeral, the employee shall be allowed one day at straight time. One day's pay at straight time shall be given on account of death of an employee's brother-in-law, sister-in-law, daughter-in-law or son-in-law. At the request of the Employer, the Employee shall furnish a death certificate or other acceptable verification of death and proof of relationship acceptable to the Employer.

ARTICLE X - WORKING CONDITIONS

Section 1. Security employees shall be provided with a clean, sanitary locker area and lockers, with washing facilities, soap and towels to the extent that such facilities exist. Each building shall provide and maintain an adequate first aid kit in the office of the building or at some other central location.

Section 2. The employer shall not require medical approval because of short term illness or disability up to and including three (3) working days unless the employee has had two (2) or more short term illness or disability absences in the preceding six (6) months without medical approval from the employee's physician.

Section 3. Employees shall be paid at the straight time rate for all training required by the Employer or mandated by law or policy of State, County, municipality or Federal government. The cost of tuition, licenses, registrations and renewals required for employment duties by Employer or governmental body shall be paid by the Employer. If an employee loses or cannot obtain or renew a PERC card, the employee shall be required to immediately notify the Employer. When the employee resigns from an Employer (other than retirement), and the Employer has paid a Permanent Employee Registration Card (PERC) fee for the employee, a deduction shall be made from the employee's final paycheck to cover the PERC fee for the portion of the three (3) year period remaining after the employee's resignation if the employee has not already paid for it. Any work (including mandatory training hours) if over 40 hours in a week shall be paid at time-and-one-half. Employees shall be given at least seven (7) calendar days notice of the time and place of any scheduled trainings, except in unforeseen situations. Whenever practical, training hours shall be set up for immediately prior to or after shifts.

Section 4. For the purpose of preventing loss or negligent damage, the Employer may deduct an amount up to one-hundred fifty dollars ($150.00) from the wages of new employees and withhold same as a security deposit on uniforms, apparel and equipment issued by the Employer for the exclusive use of the employee, provided that the deduction is done over three (3) pay periods and a new employee is informed of such deduction at the time of hire. Such deposit (or appropriate portion thereof) shall be returned to the employee upon termination of employment provided that such uniforms, apparel and equipment are returned in reasonable condition (reasonable wear and tear excepted). If such uniforms, apparel and equipment are not

returned in reasonable condition, the Employer may keep the $150.00 deposit and deduct two hundred and twenty-five dollars ($225.00) from the employee's final paycheck (for a maximum total of three hundred and seventy-five dollars ($375.00).

Section 5. The Employer shall have the right, at its discretion, to require employment applicants to undergo tests to determine the presence, in their systems, of unlawful narcotics, controlled substances and drugs, alcohol or other intoxicants or hallucinogens, as a condition of employment by the employer and to refuse to employ any person who refuses to undergo such tests and/or whose test results are positive. In the case of a change of Employers, the new Employer shall have the right, at its discretion, to require existing employees within the building to undergo such tests as a condition of employment and to refuse employment to any individual who refuses to undergo such tests and/or whose test results are positive.

The Employer shall also have the right to require any employee to undergo random drug and/or alcohol testing in the field or at a qualified laboratory whenever the Employer, in its sole discretion, believes either that the employee may have ingested unlawful narcotics, controlled substances or drugs or that the employee's job performance has been or is likely to be affected by consumption of alcohol, and to discharge, for cause, any employee who refuses to undergo such tests or whose test results reveal the presence of (i) any quantity of any unlawful substance, or (ii) a quantity of alcohol which could impair the employee's work performance or adversely affect his or her reflexes. Positive field tests for unlawful narcotics, controlled substances and drugs other than alcohol must be verified by follow-up tests conducted by a qualified laboratory before the employee may be disciplined. Positive field tests for alcohol, including breathalyzers, shall be deemed sufficient for employees to be disciplined or discharged. If subjected to urine testing the employee shall be allowed to void the urine in private without any person observing said act.

At the employee's request, urine specimens identified as positive shall be retested using the Gas Chromatography/Mass Spectrometry (GCMS) test. Such initial cutoff levels when screening specimens shall be those contained in the Scientific and Technical Guidelines for Federal Drug Testing Programs. It is agreed that, if such second test is negative, the Employer shall reimburse the employee for the cost of said test.

Section 6. Employees shall be allowed a one (1) day Wellness Visit off with pay each year for the purpose of undergoing a complete medical examination at the Clinic operated by Union Health Service. The employee shall be paid, on a straight time basis, for this Wellness Visit only if the employee actually uses the day for the specified purpose and presents proof thereof to the Employer that a majority of the items listed below have been completed. The complete medical examination shall include, at a minimum:

1. A consultation with a physician;
2. A comprehensive examination;
3. Complete blood counts;
4. Chemistries;
5. Electrocardiogram;
6. Chest X-ray;
7. Urinalysis.

A ten (10) day advance notice for the Wellness Visit must be submitted by the employee and accepted by the Employer.

ARTICLE XI - VETERANS' RIGHTS

The reemployment rights of employees who are now or may later be in military service and the duties of employers in relation to them, shall be governed by the applicable provisions of Federal and State laws.

ARTICLE XII - HEALTH AND WELFARE FUNDS

Section 1. For the period April 25, 2016 through June 30, 2016, Employers shall contribute $715.87 (seven hundred fifteen dollars and eighty-seven cents) each month on behalf of each regular full-time employee covered by this Agreement who is on its active payroll to the Local 25 SEIU Welfare Fund; provided, however, that Employers' contributions shall be prorated for those months in which such regular full-time employees begin working, cease their employment and/or remain on medical or personal leaves of absence for periods in excess of those specified in Article XVI, Section 1 and Section 7 of this Article, respectively. For purposes of the foregoing, a "regular full-time employee" shall be defined as one who is normally scheduled to work 120 (one-hundred-twenty) or more hours within a calendar month. In the case of employees other than regular full-time employees, Employers shall contribute $4.13 (four dollars and thirteen cents) for each pay hour of work performed by such employee.

Section 2. For the period July 1, 2016 through June 30, 2017, Employers shall contribute $767.87 (seven hundred sixty-seven dollars and eighty-seven cents) each month on behalf of each regular full time employee covered by this Agreement who is on its active payroll to the Local 25 SEIU Welfare Fund; provided, however, that Employers' contributions shall be prorated for those months in which employees begin working, cease their employment and/or remain on medical or personal leaves of absence for periods in excess of those specified in Article XVI, Section 1 and Section 7 of this Article, respectively. For purposes of the foregoing, a "regular full-time employee" shall be defined as one who is normally scheduled to work 120 (one-hundred-twenty) or more hours within a calendar month. In the case of employees other than regular full-time employees, Employers shall contribute $4.43 (four dollars and forty-three cents) for each pay hour of work performed by such employee.

Section 3. For the period July 1, 2017 through June 30, 2018, Employers shall contribute $828.53 (eight hundred twenty-eight dollars and fifty-three cents) each month on behalf of each regular full time employee covered by this Agreement who is on its active payroll to the Local 25 SEIU Welfare Fund; provided, however, that Employers' contributions shall be prorated for those months in which employees begin working, cease their employment or remain on medical or personal leaves of absence for periods in excess of those specified in Article XVI, Section 1 and Section 7 of this Article, respectively. For purposes of the foregoing, a "regular full time employee" shall be defined as one who is normally scheduled to work 120 (one-hundred-twenty) or more hours within a calendar month. In the case of employees other than regular full-time employees, Employers shall contribute $4.78 (four dollars and seventy-eight cents) for each pay hour of work performed by such employee.

Section 4. Effective July 1, 2018 and for the remaining duration of the Agreement, Employers shall contribute to the Local 25 SEIU Welfare Fund on behalf of employees covered by this Agreement such amounts as shall be prescribed in the collective bargaining agreement to be negotiated between the Building Owners and Managers Association (BOMA) and the Union covering regular full-time janitorial employees and janitorial employees other than regular full-time janitorial employees to go into effect April 2018.

Section 5. Paid vacations, holidays and funeral leave shall be treated as time worked. In the event an employee works during his or her holiday or vacation, one payment to the Welfare Fund is all that will be required.

Section 6. The Employer adopts the provisions of and agrees to comply with and be bound by the Trust Agreement establishing the Local 25 SEIU Welfare Fund and all amendments thereto, and also hereby irrevocably designates as its representatives the Trustees named as Employer Trustees in said Agreement, together with their successors selected in the manner therein provided, and further ratifies and approves all matters heretofore done in connection with the creation and administration of said Trust and all actions to be taken by such Trustees within the scope of their authority.

Section 7. Welfare Fund payments shall be continued on eligible employees when said employees are on a medical leave of absence up to the periods provided for in Article XVI, Section 1 or beyond that period for special reasons agreed to by the Employer and the Union. Welfare Fund payments shall be continued on eligible employees when said employees are on a personal leave of absence up to a period of ninety (90) days, or beyond that period for special reasons agreed to by the Employer and the Union. Beyond that time, the Welfare Fund payment shall be made for and on behalf of the temporary, extra or substitute employee, but in no event shall contributions be made for both the eligible employee and the temporary, extra or substitute employee; provided, however, that any temporary employee who has been employed by the Employer for more than twelve (12) consecutive months shall have contributions made on his/her behalf.

Section 8. The Employer shall make remittances to the Welfare Fund on or before the fifteenth (15^{th}) calendar day of the month following the month in which the work was performed.

Section 9. With each report to the Welfare Fund, the Employer shall give the names, Social Security numbers and starting dates of new, regular employees and termination dates of regular employees.

Section 10. Payments to the Welfare Fund shall be made on the pre-listed remittance forms sent by the Fund Office, or reproduced records which give all of the required information in a form acceptable to the Fund. Failure to submit the required information in a form acceptable to the Fund will be subject to the arbitration provisions of Article XVIII.

ARTICLE XIII - PENSION FUNDS

Section 1. There are in existence two pension funds, one known as the Local 25 SEIU and Participating Employers Pension Trust (herein called the "Local 25 Pension Trust")

and the other known as the SEIU National Industry Pension Fund (herein called the "National Pension Fund"). Employers shall contribute on behalf of an individual employee to only one fund. Employees hired on or after the effective date of this Agreement shall have their contributions made to the Local 25 SEIU and Participating Employer's Pension Trust.

Section 2. For the period April 25, 2016 through June 30, 2018, Employers shall contribute to the Local 25 SEIU Participating Employers Pension Trust at the rate of $46.00 per week for each employee for whom contributions have in the past been made to such Trust, and who is regularly scheduled to work thirty (30) or more hours per week and who actually works at least 50% of the employee's scheduled workweek. In the event such employee does not work at least 50% of the employee's scheduled workweek, the Employer shall make contributions at the rate of $1.15 (one dollar and fifteen cents) per hour for all hours actually worked. For employees not meeting the aforesaid conditions, contributions shall be made at the rate of $1.15 (one dollar and fifteen cents) per hour worked for employees who actually worked less than thirty (30) hours per week. Paid holidays, paid vacations and funeral absence (up to three working days) are deemed time worked for pension contribution purposes. The Union and the Employer shall endeavor to have the Trustees of the Pension Fund arrange to have the employee's last employer notified when an employee makes application for a pension. In the event an employee works during his or her holiday or vacation, one payment to the Pension Fund is all that will be required.

Section 3. For the period April 25, 2016 through June 30, 2018, Employers shall contribute to the SEIU National Industry Pension Fund at the rate of $46.00 per week for each employee for whom contributions have in the past been made to such Fund, and who is regularly scheduled to work thirty (30) or more hours per week and who actually works at least 50% of the employee's scheduled workweek. In the event such employee does not work at least 50% of the employee's scheduled workweek, the Employer shall make contributions at the rate of $1.15 (one dollar and fifteen cents) per hour for all hours actually worked. For employees not meeting the aforesaid conditions, contributions shall be made at the rate of $1.15 (one dollar and fifteen cents) per hour worked for employees who actually worked less than thirty (30) hours per week. Paid holidays, paid vacations and funeral absence (up to three working days) are deemed time worked for pension contribution purposes. The Union and the Employer shall endeavor to have the employee's last employer notified when an employee makes application for a pension. In the event an employee works during his or her holiday or vacation, one payment to the Pension Fund is all that will be required.

Section 4. Effective July 1, 2018 and for the remaining duration of the Agreement, Employers shall contribute to the Local 25 SEIU Pension Fund or the SEIU National Industry Pension Fund on behalf of employees covered by this Agreement such amounts as shall be prescribed in the collective bargaining agreement to be negotiated between the Building Owners and Managers Association (BOMA) and the Union covering regular full-time janitorial employees and janitorial employees other than regular full-time janitorial employees to go into effect April 2018.

Section 5. The employer adopts the provisions of and agrees to comply with and be bound by the Trust Agreement establishing said Local 25 Pension Trust and the National Pension Fund and all amendments thereto, and hereby irrevocably designates as its representatives the

Trustees named as Employer Trustees in said Agreement, together with their successors selected in the manner therein provided, and further ratifies and approves all matters heretofore done in connection with the creation and administration of said Trusts and all actions to be taken by such Trustees within the scope of their authority, including the authority of the Trustees to restrict the benefit provisions with respect to a new employer group as provided by the Trust Agreements.

Section 6. The Employer shall make remittances to the applicable Pension Fund on or before the fifteenth (15th) calendar day of the month following the month in which the work was performed.

Section 7. With each report to the appropriate Fund, the employer shall give the name, Social Security numbers and starting dates of new, regular employees and termination dates of regular employees.

Section 8. Payments to the Fund shall be made on the pre-listed remittance forms sent by the Fund Office, or reproduced records which give all of the required information in a form acceptable to the Fund. Failure to submit the required information in a form acceptable to the Fund will be subject to the arbitration provisions of Article XVIII.

Section 9. Pension fund payments shall be continued on eligible employees when said employees are on a medical leave of absence up to the periods provided for in Article XVI, Section 1, or beyond that period for special reasons agreed to by the Employer and the Union. Pension fund payments shall be continued on eligible employees when said employees are on a personal leave of absence up to a period of ninety (90) days, or beyond that period for special reason agreed to by the Employer and the Union. Beyond that time, the Pension Fund payment shall be made for and on behalf of the temporary, extra or substitute employee, but in no event shall contributions be made for both the eligible employee and the temporary, extra or substitute; provided, however, that any temporary employee who has been employed by the Employer for more than twelve (12) consecutive months shall have contributions made on his/her behalf.

ARTICLE XIV - HEALTH AND WELFARE - PENSION DELINQUENCIES

Section 1. The Employers recognize the necessity of making prompt Health and Welfare and Pension contributions to preserve the benefit standing of employees and ensure adequate funding of benefits. If an Employer remains delinquent in making payments to either the Welfare Fund or the appropriate Pension Trust for a period of 10 days after written notice of delinquency is given to the building and the Association, or refuses to produce payroll records in accordance with the payroll audit provisions of the Trustees' collection policy, the Union may strike the building to enforce such payments or production of records without regard to the no-strike clause in Article XVII or the grievance and arbitration procedure provided in Article XVIII. The delinquent Employer shall also be responsible for reimbursement to employees of wages lost because of any strike action taken by the Union under this Article.

Section 2. If the Trustees do not receive full amount of the Employer's required Welfare Fund or Pension Trust contribution and the accompanying remittance form by the dates set forth in Article XII, Section 8 and Article XIII, Section 6 with respect to which contributions are due, the Employer will be required to pay, in addition to the amount of such contribution, interest and liquidated damages at the rates specified in the Trust Agreements on the unpaid

amount, as well as accountants' and attorneys' fees and court costs, if any, incurred in effecting collection. The Employer acknowledges receipt of the Trust Agreements and represents to the Union and the Funds that it has read the interest and liquidated damages provisions and that the liquidated damages provision is a reasonable approximation of damages to the Funds which are difficult to ascertain. Employer further acknowledges that any right of the Trustees to waive interest or liquidated damages pursuant to the collection policy described in Section 3, below, shall not modify the Employer's agreement that the maximum liquidated damages specified in the Trust are reasonable approximation of actual damages under all circumstances where the Employer is delinquent.

Section 3. Employer acknowledges that the Trustees of the Funds have the Fiduciary obligation under the Employee Retirement Income Security Act of 1974, as amended ("ERISA") to ensure prompt collection of Employer contributions and the resolution of delinquencies through the use of payroll audits and other enforcement procedures. Accordingly, the Employer hereby irrevocably designates as its representatives the Trustees named Employer Trustees of the Funds and their successors in connection with the adoption, amendment and administration of a collection policy setting forth payroll audit and collection procedures in accordance with the terms and conditions of ERISA prohibited transaction class exemption 76-1. Employer hereby consents to and agrees to be bound by the provisions of such collection policy, as amended, as though fully set forth in this Agreement.

ARTICLE XV - SENIORITY

Section 1. The term "seniority" shall mean the length of service of a regular employee in a building; provided that new employees shall be considered probationary employees for the first 90 calendar days of employment. During their probationary period, employees shall have no seniority and may be laid off or terminated at the sole discretion of the Employer and such action shall not be subject to the grievance procedure of this Agreement. An employee's seniority rights shall not be affected by a change of ownership or management of the building so long as said employee remains in the employ of the new owners or managers who shall have the right to establish and apply reasonable employment criteria and decline to employ any individual who fails to meet such criteria. The Employer shall post a seniority list in each building in a place accessible to all employees. Said list shall contain the names of all employees who have seniority as provided for herein and their respective seniority date and shall be updated quarterly including a date prior to vacation scheduling. A copy of the seniority list shall be made available to the Union upon request.

Nothing contained in this Agreement shall be deemed to restrict the Employer's right to temporarily or permanently assign employees to or among other buildings covered by collective bargaining agreements with the Union to which the same Employer is signatory; provided, that temporary assignments shall have no effect upon the employee's seniority, and employees shall, during the period of such temporary assignments, continue to retain and accrue seniority and benefit eligibility as if they had not been temporarily assigned; provided further, that permanently reassigned employees shall, upon reassignment, be credited with all accumulated seniority and benefit eligibility from their previously assigned building at their new building location and shall in addition continue to retain and accrue seniority and benefit eligibility at their new building location as if they had started work at said location. Seniority shall not be broken except by discharge for cause, resignation, or layoff for more than one year.

Section 2. In effectuating promotions, layoffs and/or recalls and shift assignments, the Employer shall give consideration to employee's seniority, knowledge, training, ability, skill and efficiency to satisfactorily perform the work available. Employees who have completed their probationary periods and who are interested in filling different positions must identify to the Employer, in writing, those positions for which they wish to be considered in the event a vacancy occurs. For any vacancy not filled pursuant to the foregoing procedure, the Employer shall give consideration to qualified replacement employees who are then working in the Employer's building before hiring new employees to fill the vacancy.

Section 3. The Employer shall give not less than one (1) week's notice of recall in writing to the employee's last known address. A failure to report for work prior to expiration of such notice period, shall result in the loss of all seniority rights under this Agreement. No notice of recall need to be given in cases where the Employer and the Union agree to waive notice because it is apparent to them the particular employee will not return.

Section 4. Selection and preference as to the time of taking vacations shall be granted to employees on the basis of seniority, except that a building may depart from seniority in vacation scheduling where it is required in order to maintain normal operations of the building, in which event the Union shall be notified as soon as possible of the departure from seniority.

ARTICLE XVI - LEAVES OF ABSENCE

Section 1. The Employer shall grant a leave of absence in writing because of illness or disability, substantiated by medical approval, upon the following schedule: under one year seniority, no leave; one year to three years' seniority, six months' leave; three years to five years' seniority, nine months' leave; after five years' seniority, one year leave. Upon return from such leaves, the employee shall return to the assignment previously being performed by the employee or in the event such assignment no longer exists, a substantially comparable position, consistent with the returning employee's seniority in relation to that of the employees working in the building at the time of return from leave.

Section 2. The Employer shall not unreasonably withhold the granting of a personal leave of absence submitted in writing for reasons other than illness or disability of up to fourteen (14) days after two (2) years and up to ninety (90) days after five (5) years of seniority. The Employer shall not be required to grant a personal leave of absence until after twenty-one (21) months have expired since an employee's previous personal leave of absence. Failure to return to work without justifiable cause following a personal leave of absence will be grounds for termination.

Section 3. An employee selected to represent the Union at conventions, conferences, collective bargaining, grievance and arbitration proceedings or for other Union business shall be granted unpaid leaves of absence for the period required to fully carry out said business, but in no case shall the leave last longer in duration than one (1) year. The Union shall give written request for such leaves at least seven (7) days in advance including the expected dates and duration of such leaves. Any leave of two (2) months to one (1) year under this section shall necessitate that the employee work six (6) consecutive months back on the job before being granted a new leave.

Section 4. During all such leaves of absence provided for in this Article, seniority shall continue to accumulate and accrue. By agreement between the Employer and the Union, employment of an employee on such leave of absence may be terminated.

Section 5. The provisions of the Family Medical Leave Act, where more favorable, shall supersede the provisions of this Article.

ARTICLE XVII - STRIKES, LOCKOUTS, PICKETING

Section 1. During the term of this Agreement, there shall be no strikes, lockouts, picketing, work stoppages, slowdowns, or sympathy strikes, nor shall there be any attempted interference with or disruption of the business of the Employer and/or its relationships with or the business of its tenants or their contractors, including boycotts, public appeals or demonstrations of any kind, handbilling or leafleting, at or near the employer's premises or elsewhere.

Section 2. No action or suit of any kind or description shall lie by the Association or any member thereof against the Union, or any officers, representative or agent thereof, because of any action in violation of Section 1 of this Article so long as:

(a) The Union has not authorized or instigated the action; and,

(b) The Union promptly denounces such and makes an earnest effort to terminate same.

Section 3. It is understood between the parties that security employees, because of their special responsibilities and duties, shall at no time participate in strikes, slowdowns or withdrawal of services, nor shall they observe picket lines in any form; provided only that, in the event of a strike by others, they shall not be required to assume non-security type duties normally performed by striking employees.

Further, security employees shall not be subject to penalty or punishment by the Union for performances of assigned duties at any time. These duties are recognized as including the apprehension, identification and reporting of and giving evidence against any persons who perform or conduct themselves in violation of work rules or applicable laws while on the Employer's premises. Violation of the provisions of this Article will subject security employees to disciplinary action up to and including discharge. Such disciplinary action shall be subject to the grievance and arbitration procedure of this Agreement.

ARTICLE XVIII - GRIEVANCE PROCEDURE AND ARBITRATION

Section 1. The procedure for handling a grievance pertaining to any difference or dispute which may arise under this Agreement shall be as follows:

STEP I

The aggrieved employee, accompanied representative(s) designated by the Union, shall consult with the employee's foreman or immediate supervisor. If a group of employees are

involved in the grievance, the steward, if applicable, and Union Grievance Representative shall represent the employees. In any event, since it is in the best interest of all concerned that a grievance be promptly and expeditiously resolved, an aggrieved employee and/or the steward of the employee or employees involved, shall present such grievance within ten (10) calendar days following the event which gives rise to its occurrence, or after such employee and/or the steward of the employee or employees involved first acquired knowledge concerning such event.

STEP II

If the matter is not settled in the first step and the Union wishes to further pursue it, the grievance shall be reduced to writing and presented to the building manager and, where applicable, the contractor within thirty (30) calendar days following the event which gave rise to its occurrence or after the employee or employees involved first acquired knowledge concerning such event. The foreman or immediate supervisor, together with the aggrieved employee, the steward if applicable, and Union Grievance Representative shall discuss the grievance with the building manager and the contractor. The building manager or contractor shall give his or her written answer within fifteen (15) calendar days after receipt of the written grievance.

STEP III

If the matter is not settled in the second step and the Union wishes to further pursue it, the Union shall, within fifteen (15) calendar days following its receipt of the building manager's or contractor's written answer, present the Association with a written request that the grievance be referred to a hearing before a Labor-Management Committee comprised of two members of the Association's Labor Relations Committee and two representatives of the Union, which shall meet once each month at an established time and place. All written grievances shall specify the provision within the article(s) and section(s) of the agreement allegedly violated. The Union shall provide details of the facts that supported each alleged violation. The Labor-Management Committee shall meet with the grievant (if requested by the Union), the building manager and, where applicable, the contractor. After hearing the positions of the parties, the Labor-Management Committee shall endeavor to determine whether or not the Employer or, where applicable, the contractor has violated the Agreement as alleged in a timely grievance and, if the Committee determines that it has, what the remedy shall be. The Labor-Management Committee, in discipline or discharge cases, shall consider the employee's prior disciplinary record, including providing appropriate weight based on severity and dates of past occurrences, in evaluating whether there is just cause for the discipline or discharge at issue. The Labor-Management Committee, may, by unanimous agreement, refuse to consider any documents which have not been presented to the Association for distribution to the members of the Committee prior to the scheduled date of the hearing.

All decisions by the Labor-Management Committee shall require a unanimous agreement by all members of the Committee and such decisions shall be reduced to writing and shall be final and binding upon the Employer or, where applicable, the contractor, the employee(s) involved and the Union. In the event there is not a unanimous agreement, the matter shall be considered unresolved for purposes of Section 2 of this Article.

Section 2. If the matter is not resolved in the third step and the Union wishes to further pursue it, the Union shall, within ten (10) calendar days after the grievance was heard by

the Labor-Management Committee at the third step, serve a written demand for arbitration upon the Employer or, where applicable, the contractor. The Union's representative will contact the Employer, or where applicable, the contractor, within such ten (10) day period and propose an arbitrator. The Union's failure to do so shall result in the grievance being waived. The parties shall select an arbitrator within forty-five (45) calendar days of the demand for arbitration. The grievance shall thereafter be submitted to an arbitrator who shall be selected by mutual agreement of the Employer or, where applicable, the contractor and the Union from the following panel (which may be added to hereafter upon agreement of the parties):

EDWIN BENN
LISA SALKOVITZ KOHN
SINCLAIR KOSSOFF
JOHN FLETCHER
ROBERT McALLISTER
ROBERT PERKOVICH
STEVEN BIERIG
MARTIN MALIN
JEANNE VONHOF

If the parties are unable to agree upon any one of the foregoing arbitrators, the parties shall alternatively, strike one name from said list, and the last remaining name shall be the arbitrator selected to hear and decide the grievance. The compensation of the said arbitrator shall be paid one-half by the Employer or, where applicable, the contractor and one-half by the Union.

Section 3. The Union shall be required to notify BOMA of all cases that it takes to arbitration within ten (10) days of making a demand for arbitration and shall further be required to provide BOMA with copies of all arbitration decisions rendered pursuant to this Agreement within ten (10) days of receiving the decision.

Section 4. The award or decision of the arbitrator shall be final and binding upon the Employer and employee(s) involved, and the Union. The arbitrator shall not have the authority to add to, subtract from or alter the provisions of this Agreement.

Section 5. If any Employer who is a party to this Agreement refuses to abide by an arbitration award made under this Article or refuses to abide by a written decision of the Labor-Management Committee which resolves any difference or dispute arising under this Agreement, the Union shall be relieved from the obligation of Article XVII as to such Employer.

Section 6. Grievances which are not presented or appealed within the time limits set forth in Sections 1 and 2 shall be considered withdrawn and abandoned. If there is not a timely answer to a grievance by the building manager or contractor in the second step of the grievance procedure, the Union may demand that the grievance be automatically advanced to the third step.

Section 7. The provisions in this Article pertaining to "contractors" are subject to Article XXIII of this Agreement.

ARTICLE XIX - UNION ACTIVITIES IN BUILDINGS

Duly accredited representatives of the Union may enter the building of the Employer during the working hours to observe working conditions and to confer with the employees under circumstances that are not disruptive to working schedules. When a Union Business Representative enters a building, he or she will abide by all building security rules and contact the supervisor. In the event the supervisor cannot be contacted and twenty (20) minutes have elapsed, the representative of the Union may proceed to confer with an employee or employees. Duly accredited representatives of the Union shall have reasonable access to timecards or sign in sheets for the current day applicable to employees covered by this Agreement. The Employer shall permit the posting of Union bulletins in designated areas and shall permit Union stewards reasonable freedom to perform their duties during working hours, so long as it does not interfere with the performance of their security duties.

ARTICLE XX - ELECTION TO ADOPT OR WITHDRAW FROM CONTRACT

Section 1. Regular members of the Association, other than those listed in Schedule "A" who, at the effective date or during the term hereof, elect to adopt this Agreement, shall notify the Association to that effect. It is understood that any Employer may be a party to this Agreement with respect to the building or buildings designated by said Employer without obligation on the part of said Employer as to any other building owned, managed or controlled by it. Notice of election to adopt this Agreement shall be made by members of the Association in writing and the Association in turn shall notify the Union. Such notice shall state the name and location of the building to which the election applies and the name of the Employer. In like manner, the Association shall notify the Union when any building ceases to be represented in the regular membership of the Association.

Withdrawal from membership in the Association does not release the building from its obligations under this Agreement. If any building, which is paying its employees wages higher than those provided in this Agreement, desires to adopt same, it shall not reduce such higher wages during the life of this Agreement.

Section 2. The Employer shall promptly notify the union of any change in the management agent of the building and the effective date of any such change.

ARTICLE XXI - JURY SERVICE

The Employer shall compensate the employee for the difference between the pay which such employee would normally receive, excluding overtime, and the amount received for jury service up to a period of four (4) weeks. It shall be the employee's responsibility to present evidence to the Employer of his or her notice of jury duty and the length of time he or she served on such jury prior to being compensated.

ARTICLE XXII - MISCELLANEOUS PROVISIONS

Section 1. If any employer shall list job vacancies with an employment agency, said employer shall pay all the cost and charges of such agency.

Section 2. If any law now existing or hereafter enacted, or any proclamation, regulation or edict of any national or state official or agency shall invalidate any portion of this Agreement, the entire Agreement shall not thereby be invalidated and either party hereto, upon request, may reopen for negotiation the invalidated portion. In the event agreement thereon cannot be reached within 30 days, either party may submit the matter to arbitration as herein provided.

Section 3. This Agreement shall be construed as divisible as to each building and failure of any building to abide by the terms hereof shall not operate to terminate this Agreement as to any other building. No breach of this Agreement by an Employer shall operate to subject the Association or any other Employer to any legal liability.

Section 4. Neither the Employer nor the Union will discriminate against applicants or employees with regard to employment, tenure or any other term or condition of employment in violation of any applicable law. Employees and management representatives will be treated with respect and dignity by all parties to this Agreement.

Section 5. Nothing contained in this Agreement shall be construed to prevent or restrict supervisors, managerial personnel, or key employees having significant technical, administrative or human relations skills and responsibilities, from performing bargaining unit work in the event of any emergency, during training periods, or because of significant tenant and/or public relations requirements.

Section 6. Employers shall not require employees to reimburse them for property loss or damage without legitimate reason and without first notifying the Union.

ARTICLE XXIII - SUBCONTRACTING

The Employer may subcontract all or any part of the work being performed by employees in the bargaining unit covered by this Agreement provided that security positions subject to such subcontract are first offered by the subcontractor to the employees currently employed by the Employer, and provided, further, that the subcontractor shall have the right to establish and apply reasonable employment criteria and decline to employ any individual who fails to meet such criteria. In the event the Employer replaces the subcontractor with a different subcontractor, security positions subject to such subcontract shall first be offered by the subcontractor to those employees presently working in security positions in the building, provided that the replacement contractor shall have the right to establish and apply reasonable employment criteria and to decline to employ any individual who either fails to meet such reasonable employment criteria or who is unacceptable to the Employer. In the event there are to be fewer security positions than there are current employees who are acceptable to both the subcontractor and the Employer and willing to accept such offers, seniority shall govern.

Should the Employer elect to terminate subcontracting, in filling security position vacancies created thereby the Employer shall be obliged to give consideration only to those employees presently working in security positions in the building who were employed by the Employer when the subcontracting began, provided that the Employer shall have the right to establish and apply reasonable employment criteria and to decline to employ any individual who fails to meet such employment criteria.

In the event that the Employer subcontracts to a security contractor that does not have a collective bargaining agreement with the Union, the Employer shall require that said contractor provide wages and benefits to its employees of at least an equivalent cost to those borne by Employers pursuant to this Agreement. Disputes between the Union and the Employer regarding compliance with this provision shall be subject to the grievance-arbitration provisions set forth in Article XVIII of this Agreement. If it is determined by the Committee in the third step or in subsequent arbitration proceedings between the Union and the Employer that the grievance is well-founded, the Employer shall terminate its contract with subcontractor within sixty (60) days after written notice by the Union to the Employer unless, in the interim, it is shown that the subcontractor has begun providing wages and benefits to its employees of at least an equivalent cost to those borne by Employers pursuant to this Agreement and has compensated its employees for the difference dating from the date the contractor began providing security services to the Employer.

In the event that the Employer subcontracts to a security contractor which is a party to a collective bargaining agreement with the Union, the terms and conditions of this Agreement shall be the only terms and conditions applicable to said contractor and its employees working in the Employer's building notwithstanding the particular terms and conditions contained in any collective bargaining agreement between the Union and such security contractor. Grievances alleging that such contractor is not faithfully observing the terms of this Agreement shall be processed in accordance with the grievance and arbitration procedures set forth in Article XVIII. If it is determined by the Committee in the third step or in subsequent arbitration proceedings between the Union and the contractor that the grievance is well founded and the contractor thereafter refuses to implement the remedy imposed, the contract between the contractor and the Employer shall be terminated within sixty (60) calendar days after written notice by the Union to the Employer.

ARTICLE XXIV - "MOST FAVORED EMPLOYER" CLAUSE

If, during the term of this Agreement, the Union enters into any agreement with another employer or group of employers employing security employees working in commercial office buildings in the Chicago central area which provides for wage rates or any other terms or conditions of employment (including, but not limited to, economic provisions, hours of work, and limitations of any kind on the rights of the employer) more favorable to the employer (excluding building tenants) of such employees than those set forth in this Agreement, the Association shall have the right, immediately or at any time thereafter, to elect to adopt any or all of such more favorable wage rates and terms or conditions of employment on behalf of all Employers signatory to this Agreement by giving written notice to the Union of such election. The Union agrees to file with the Association a copy of each collective bargaining agreement it enters into with an employer or group of employers employing security employees working in commercial office buildings in the Chicago central area within thirty (30) days following the execution of said agreements. For purposes of this provision, the "Chicago central area" is defined as the area bounded by Roosevelt Road, Lake Michigan, North Avenue and Racine Avenue.

ARTICLE XXV- DURATION

This Agreement becomes effective April 25, 2016 and shall remain in full force and effect through April 28, 2019.

Executed at Chicago, Illinois this 31st day of May, 2016.

BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO

By:_____
Michael Cornicelli, Executive Vice President

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1

By:_____
Thomas Balanoff, President

SCHEDULE A

Section 1. The foregoing Agreement in its entirety shall apply to the following member buildings' security employees:

Building Name	Building Address
1K Fulton	1000 W. Fulton
100 North Riverside Plaza	100 N. Riverside Plaza
100 South Wacker	100 S. Wacker Dr.
The Monroe Building	104 S. Michigan Ave.
Chase Tower	10 S. Dearborn St.
10 South LaSalle Street Building	10 S. LaSalle St.
10 South Riverside Plaza	10 S Riverside Plz
10 South Wacker/CME Center	10 S Wacker Dr
1104 South Wabash Avenue	1104 S. Wabash Ave.
111 North Canal	111 N. Canal St.
The Garland Building Office Condominium	111 N. Wabash Ave.
111 South Wacker	111 S. Wacker Dr.
111 West Jackson Boulevard Building	111 W Jackson Blvd
Burnham Center	111 W. Washington St.
The Harris Bank Building	115 S. LaSalle St.
MetraMarket	117 N Clinton St
11 East Adams	11 E. Adams St.
120 North LaSalle Street	120 N. LaSalle St.
120 South LaSalle Building	120 S. LaSalle St.
120 South Riverside Plaza	120 S Riverside Plz
123 North Wacker	123 N. Wacker Dr.
125 South Wacker Drive	125 S. Wacker Dr.
One Prudential Plaza	130 E. Randolph Dr.
Citadel Center	131 S Dearborn St
The Chicago Board of Trade Building	141 W Jackson Blvd
142 East Ontario Building	142 E. Ontario St.
150 South Wacker Drive	150 S. Wacker Dr.
155 North Wacker Drive	155 N. Wacker Dr.
161 North Clark	161 N Clark St
175 West Jackson Boulevard	175 W. Jackson Blvd.
The Page Building	177 N State St
180 North LaSalle	180 N. LaSalle St.
181 West Madison	181 W Madison St
The Gage Building	18 S Michigan Ave
ABC, State Lake Building	190 N State St
190 South LaSalle	190 S La Salle St
191 North Wacker Drive	191 N Wacker Dr

Building Name	Building Address
One North Dearborn	1 N Dearborn St
PNC Centre at One North Franklin	1 N Franklin St
One North LaSalle	1 N La Salle St
One North Wacker	1 N Wacker Dr
One South Dearborn	1 S. Dearborn
One South Wacker	1 S Wacker Dr
Aon Center	200 E Randolph St
200 North LaSalle	200 N. LaSalle St.
200 South Michigan Avenue	200 S. Michigan Ave.
200 South Wacker Drive Building	200 S Wacker Dr
200 West Adams	200 W Adams St
200 West Jackson	200 W. Jackson Blvd.
200 West Monroe Building	200 W. Monroe St.
203 North LaSalle/Loop Transportation Center	203 N La Salle St
205 North Michigan Avenue	205 N. Michigan Ave.
208 South LaSalle	208 S La Salle St
The Rookery Building	209 S. LaSalle St.
20 North Clark	20 N. Clark St.
20 North Michigan	20 N. Michigan Ave.
Civic Opera Building	20 N. Wacker Dr.
Two First National Plaza	20 S. Clark St.
121 West Wacker/221 North LaSalle	221 N La Salle St
Fifth Third Center	222 S Riverside Plz
225 North Michigan Avenue	225 N. Michigan Ave.
225 West Wacker Drive	225 W Wacker Dr
225 West Washington Building	225 W. Washington St.
230 West Monroe	230 W. Monroe St.
Willis Tower	233 S Wacker Dr Ste 3530
250 South Wacker Drive Building	250 S. Wacker Dr.
Two North LaSalle	2 N. LaSalle St.
Fulton West	300, 316, 320 N. Elizabeth
300 North LaSalle Street	300 N. LaSalle St.
300 South Riverside Plaza	300 S Riverside Plz
300 South Wacker	300 S Wacker Dr
303 East Wacker	303 E. Wacker Dr.
303 West Madison	303 W. Madison St.
30 South Wacker/CME Center	30 S Wacker Dr
Inland Steel Building	30 W. Monroe St.
311 South Wacker Drive	311 S. Wacker Dr.
321 North Clark Street	321 N. Clark St.
AMA Plaza	330 N. Wabash Ave.
333 North Michigan Avenue Building	333 N. Michigan Ave.

Building Name	Building Address
CNA	333 S Wabash Ave
333 West Wacker	333 W. Wacker Dr.
33 North LaSalle Street Building	33 N La Salle St
River North Point	350 N Orleans St
353 North Clark Building	353 N. Clark St.
The Jewelers Building	35 E Wacker Dr
35 West Wacker Drive	35 W Wacker Dr
Harold Washington Library Center	400 S. State St.
Two North Riverside Plaza	400 W Madison St
401 North Michigan Avenue	401 N. Michigan Ave.
Robert Morris Center	401 S. State St.
FOUR40	440 S La Salle St
444 North Michigan	444 N. Michigan Ave.
NBC Tower	455 N Cityfront Plaza Dr
500 North Michigan Avenue	500 N. Michigan Ave.
500 West Madison	500 W Madison St
Richard J. Daley Center	50 W. Washington St.
The Shops at North Bridge	520 N Michigan Ave
540 West Madison	540 W Madison St
Metra Center	547 W Jackson Blvd
USG Building	550 W. Adams
550 West Jackson Building	550 W. Jackson Blvd.
550 West Washington	550 W. Washington
55 East Jackson	55 E. Jackson Blvd.
55 East Monroe Building	55 E. Monroe St.
55 West Monroe	55 W. Monroe St.
55 West Wacker	55 W. Wacker Dr.
Digital Printers Square	600 S Federal St
Columbia College	600 S. Michigan Ave.
600 West Chicago Avenue	600 W Chicago Ave
600 West Fulton	600 W. Fulton St.
623 South Wabash Avenue	623 S. Wabash Ave.
633 St. Clair	633 N Saint Clair St
645 North Michigan	645 N. Michigan Ave.
65 East Wacker Place	65 E. Wacker Pl.
George W. Dunne Cook County Office Building	69 W. Washington St.
71 South Wacker	71 S Wacker Dr
737 North Michigan	737 N. Michigan Ave.
77 West Wacker Drive	77 W Wacker Dr
The Chicago Temple Building	77 W. Washington St.
John Hancock Center	875 N Michigan Ave
One Magnificent Mile	980 N. Michigan Ave.

The parties-hereto acknowledge that this Schedule A forms a part of the Agreement between the Association, and the Union executed at Chicago, Illinois this 31st day of May 2016.

BUILDING, OWNERS AND MANAGERS ASSOCIATION OF CHICAGO

By:_____
Michael Cornicelli, Executive Vice President

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1

By:_____
Thomas Balanoff, President

SCHEDULE B
Examples of Wage Progression

Example 1 (Currently outside of progression): A Security Officer's date of hire was April 30, 2009, and his current wage rate is $14.95 per hour (which is higher than the contractual minimum). On April 25, 2016, the officer's pay increases by $0.40 per hour (to $15.35 per hour). On April 24, 2017, the officer's pay would increase by $0.40 per hour (to $15.75 per hour). On April 23, 2018, the officer's pay would increase by $0.45 per hour (to $16.20 per hour).

Example 2 (Officer hired before April 30, 2013): A Security Officer's date of hire was February 15, 2013 and he is currently paid $12.75 per hour. On April 25, 2016, the officer's pay increases to $14.15 per hour (the minimum for employees hired before April 30, 2013). On April 24, 2017, the officer's pay increases by $0.40 per hour (to $14.55 per hour). On April 23, 2018, the officer's pay increases by $0.45 per hour (to $15.00 per hour).

Example 3 (In 3rd year of progression and currently paid above scale): A Security Officer's date of hire was December 4, 2013 and she currently is paid $11.75 per hour. On April 25, 2016, the officer's pay increases by $0.40 per hour (to $12.15 per hour). On April 24, 2017 (having completed three years of service), the officer's pay increases to $12.60 per hour. On December 4, 2017 the officer's pay increases to $12.80 per hour. On April 23, 2018 (having completed four years of service), the officer's pay increases to $13.80 per hour.

Example 4 (In 2nd year of progression and currently paid above scale): A Security Officer's date of hire was August 14, 2014 and she currently is paid $11.50 per hour. On April 25, 2016 (having completed one year of service), the officer's pay increases by $0.40 per hour (to $11.90 per hour). On April 24, 2017 (having completed two years of service), the officer's pay increases to $12.40 per hour. On August 14, 2017, the officer's pay increases to $12.60 per hour. On April 23, 2018 (having completed three years of service), the officer's pay increases to $13.60 per hour.

Example 5 (In 1st year of progression currently paid at scale): A Security Officer's date of hire was April 2, 2015 and she is currently paid $11.05 per hour. On April 25, 2016 (having completed one year of service), the officer's pay increases by $0.40 per hour (to $11.45 per hour). On April 24, 2017 (having completed two years of service), the officer's pay increases to $12.40 per hour. On April 2, 2018, the officer's pay increases to $12.60 per hour. On April 23, 2018, the officer's pay increases to $13.60 per hour.

Example 6 (In 1st year of progression currently paid at scale): A Security Officer's date of hire was November 12, 2015 and he is currently paid $10.50 per hour. On April 25, 2016, the officer's pay increases to $11.00 per hour (the new starting rate). On November 12, 2016 (anniversary date), the officer's pay increases to $11.20 per hour. On April 24, 2017 (having completed one year of service), the officer's pay increases to $12.20 per hour. On November 12, 2017, the officer's pay increases to $12.40 per hour. On April 23, 2018 (having completed two years of service), the officer's pay increases to $13.40 per hour. On November 12, 2018, the officer's pay increases to $13.60 per hour.

Example 7: (In 1st year of progression currently paid above scale): A Security Officer's date of hire was June 24, 2015 and she currently is paid $12.50 per hour. On April 25, 2016, the officer's pay increases by $0.40 (to $12.90 per hour). On April 24, 2017 (having completed one year of service), the officer's pay increases by $0.40 (to $13.30 per hour). On April 23, 2018 (having completed two years of service), the officer's pay increases by $0.45 to $13.75 per hour.

Example 8 (Future hire): A Security Officer is hired on June 1, 2016 at the contractual starting rate of $11.00 per hour. On April 24, 2017, the officer's pay increases to $12.00 per hour (the new starting rate). On June 1, 2017 the officer's pay increases to $12.20 per hour (having completed one year of service). On April 23, 2018 (having completed one year of service), the officer's pay increases to $13.20 per hour (the new minimum for officer's with one year of service). On June 1, 2018 the officer's pay increases to $13.40 per hour.

LETTER OF AGREEMENT BETWEEN
BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO
AND
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1 SECURITY EMPLOYEES

This Letter of Agreement is made and entered into this 31st day of May, 2016, by and between BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO ("BOMA/Chicago") and SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1 ("Local 1").

BOMA/Chicago and Local 1 are parties to a collective bargaining agreement effective April 25, 2016 through April 28, 2019, covering security employees employed by certain member buildings of BOMA/Chicago (the "Security Agreement"). By this Letter of Agreement, BOMA/Chicago and Local 1 acknowledge their understandings and agreements, reached during the course of negotiations, regarding certain of the employees covered by said Agreement, as follows:

Those employees hired by an Employer prior to January 1, 1998 who, immediately prior to that date, were represented by Local 1, SEIU and covered by the Elevator Agreement between BOMA/Chicago and Local 25, SEIU dated April 11, 1994 (the "Elevator Agreement") shall be subject to the following:

If, immediately prior to the effective date of the April 20, 1998 - April 22, 2001 collective bargaining agreement between BOMA/Chicago and Local 1's predecessor, Local 73, General Service Employees Union, said employees were receiving shift premiums pursuant to Article IV, Section 3 of the Elevator Agreement, and if, immediately prior to the effective date of the Security Agreement they were still receiving such premiums, they shall continue to receive such premiums so long as they continue to work schedules which would have entitled them to receive such premiums under the Elevator Agreement.

BUILDING, OWNERS AND MANAGERS ASSOCIATION OF CHICAGO

By: _____
Michael Cornicelli, Executive Vice President

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1

By: _____
Thomas Balanoff, President

LETTER OF AGREEMENT BETWEEN BUILDING OWNERS AND MANAGERS ASSOCIATION OF CHICAGO AND SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1 SECURITY EMPLOYEES

BOMA/Chicago and Local 1 are parties to a collective bargaining agreement effective April 25, 2016 through April 28, 2019, covering security employees employed by certain member buildings of BOMA/Chicago (the "Security Agreement"). By this Letter of Agreement, BOMA/Chicago and Local 1 acknowledge their understandings and agreements, reached during the course of negotiations, regarding certain of the employees covered by said Agreement, as follows:

This Letter of Agreement is made and entered into this 31st day of May, 2016, by and between the Building Owners and Managers Association of Chicago ("BOMA Chicago") and the Service Employees International Union Local 1 ("Local 1"). The parties agree to the following:

1. The parties recognize that on occasion, Local 1 members are granted a Leave of Absence pursuant to the Article XVI, Section 3 of the parties' collective bargaining agreement.

2. When Local 1 members are on a Leave of Absence pursuant to Article XVI, Section 3, neither the Employer nor its contractors are responsible for payment of wages to such members.

3. The parties understand that health and welfare and pension contributions on behalf of an employee shall continue during a Leave of Absence, pursuant to Article XVI, Section 3 of the parties' collective bargaining agreement; but in no event shall an Employer incur such costs on behalf of both the employee on leave and the replacement employee concurrently.

BUILDING MANAGERS AND OWNER ASSOCIATION OF CHICAGO

By: _____

Michael Cornicelli, Executive Vice President

Dated: May 31, 2016

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1

By: _____

Thomas Balanoff, President

Dated: _____

DEPARTMENT OF PROCUREMENT SERVICES – CITY OF CHICAGO

February 2, 2018

ADDENDUM NO. 11

FOR

UNARMED SECURITY GUARD SERVICES

SPECIFICATION NO. 303728

Required by:

CITY OF CHICAGO
Department of Fleet and Facility Management
Consisting of Sections I, II, and III including this Acknowledgment.

SECTION III. ADDENDUM RECEIPT ACKNOWLEDGMENT

I hereby acknowledge receipt of Addendum No. 11 to the Specification named above and further state that I am authorized to execute this Acknowledgment on behalf of the company listed below.

_____ _____
Signature of Authorized Individual Title

_____ _____
Name of Authorized Individual (Type or Print) Company Name

_____
Business Telephone Number

Complete and Return this Acknowledgment by email to:
Justin.Redington@cityofchicago.org
Attn: Justin Redington, Procurement Specialist