

Minutes of the Meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Friday, November 18, 2022 at the hour of 12:00 P.M. This meeting was held by remote means only, due to the determination that a public health emergency exists.

## **I. Attendance/Call to Order**

Chair Prendergast called the meeting to order.

Present: Chair Heather M. Prendergast, MD, MS, MPH and Directors Robert Currie and Raul Garza (3)  
Board Chair Lyndon Taylor and Directors Joseph M. Harrington and Mike Koetting

Absent: None (0)

Additional attendees and/or presenters were:

Valarie Amos – Chief Human Resources Officer  
Mark Bennett - Counsel, Laner Muchin  
LaShon DeFell – Cook County Bureau of Human Resources  
Rachel Marrello – Operations Counsel  
Jeff McCutchan - General Counsel

Israel Rocha, Jr. – Chief Executive Officer  
Deborah Santana – Secretary to the Board  
Phyllis Woods – Cook County Bureau of Human Resources

The Human Resources Committee’s regular meeting schedule for 2023 has not yet been determined; however, it is expected that the Committee will begin holding their quarterly meetings starting in February 2023.

## **II. Public Speaker Testimony**

The following individual provided virtual oral public testimony:

1. Andrea Kluger- Deputy Chief of Staff, Government Affairs, Chicago Federation of Labor (written testimony also included as Attachment #1)

## **III. Report from Chief Human Resources Officer** (Attachment #2)

Valarie Amos, Chief Human Resources Officer, provided an overview of the Report from the Chief Human Resources Officer, which included information on the following subjects:

- FY22 Impact Summary:
  - Hiring
  - Turnover and Separations
- FY2022 CCH HR Activity Report
  - Hiring Updates YTD
  - Separations
  - Turnover
- Recruiting – Job Fairs
- HR Technology Roadmap

**IV. Action Items**

**A. Minutes of the Human Resources Committee Meeting of August 18, 2022**

Chair Prendergast inquired whether any corrections needed to be made to the minutes.

Director Currie, seconded by Director Garza, moved to accept the August 18, 2022 Human Resources Committee Meeting Minutes.

A roll call vote was taken, the votes of yeas and nays being as follows:

Yeas: Chair Prendergast and Director Currie and Garza (3)

Nays: None (0)

Absent: None (0)

THE MOTION CARRIED UNANIMOUSLY.

**B. Four (4) proposed Collective Bargaining Agreements (CBAs) including an economic package (wage increases and healthcare) between the County of Cook and Service Employees International Union (SEIU) Local 20, CTW/CLC, representing:**

- **Ambulatory Community Health Network (ACHN) Attending Physicians and Dentists;**
- **Cermak Health Services Attending Physicians and Psychologists;**
- **Provident Hospital Attending Physicians; and**
- **Stroger Hospital/CORE Center Attending Physicians**

Action was taken on the CBAs included under Agenda Item IV(B) following discussion of the matters in a closed meeting.

**C. Proposed Amendments to the CCH Severance Policy (Attachment #3)**

Action was taken on Agenda Item IV(C) following discussion of the matter in a closed meeting.

**D. Any Action Items listed under Sections IV and V**

**V. Closed Meeting Items**

- A. Discussion of personnel matters**
- B. Update on labor negotiations**
- C. Discussion of litigation matters**
- D. Proposed CBAs listed under Agenda Item IV(B)**
- E. Proposed Amendments to the CCH Severance Policy**

**V. Closed Meeting Items (continued)**

Director Currie, seconded by Director Garza, moved to recess the open meeting and convene into a closed meeting, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), regarding “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees,” 5 ILCS 120/2(c)(11), regarding “litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting,” and 5 ILCS 120/2(c)(17), regarding “the recruitment, credentialing, discipline or formal peer review of physicians or other health care professionals, or for the discussion of matters protected under the federal Patient Safety and Quality Improvement Act of 2005, and the regulations promulgated thereunder, including 42 C.F.R. Part 3 (73 FR 70732), or the federal Health Insurance Portability and Accountability Act of 1996, and the regulations promulgated thereunder, including 45 C.F.R. Parts 160, 162, and 164, by a hospital, or other institution providing medical care, that is operated by the public body.”

On the motion to recess the open meeting and convene into a closed meeting, a roll call was taken, the votes of yeas and nays being as follows:

Yeas: Chair Prendergast and Directors Currie and Garza (3)

Nays: None (0)

Absent: None (0)

THE MOTION CARRIED UNANIMOUSLY and the Committee convened into a closed meeting.

Chair Prendergast declared that the closed meeting was adjourned. The Committee reconvened into the open meeting.

Director Garza, seconded by Director Currie, moved to approve the following:

- Four (4) proposed Collective Bargaining Agreements (CBAs) including an economic package (wage increases and healthcare) between the County of Cook and Service Employees International Union (SEIU) Local 20, CTW/CLC, representing:
  - Ambulatory Community Health Network (ACHN) Attending Physicians and Dentists;
  - Cermak Health Services Attending Physicians and Psychologists;
  - Provident Hospital Attending Physicians; and
  - Stroger Hospital/CORE Center Attending Physicians
- Proposed Amendments to the CCH Severance Policy

