

**CLEVELAND PUBLIC LIBRARY**

**Special Board Meeting**

January 30, 2020

**RESOLUTION RATIFYING AGREEMENT WITH SEIU DISTRICT 1199 AND  
AUTHORIZING BONUSES AND INCREASES TO NON-BARGAINING UNIT  
STAFF**

WHEREAS, The Cleveland Public Library and the Service Employees International Union (SEIU), District 1199 are parties to a collective bargaining agreement that expired on December 31, 2019; and

WHEREAS, The Library and SEIU District 1199 negotiated through traditional bargaining with the assistance of a mediator appointed by the Federal Mediation and Conciliation Service to reach an agreement, and the Library and District 1199 have arrived at a tentative agreement, which was ratified by the District 1199 membership on January 29, 2020; and

WHEREAS, The agreement provides for a new step-based wage scale that is retroactive to the beginning of the pay period that includes January 1, 2020 as set forth in Appendix A to this Resolution, where each pay grade has a minimum and maximum rate of pay that is established to reflect labor market conditions, considerations of internal equity, and the Library's standing as a premier public and research library system; and

WHEREAS, The agreement also provides that, effective January 1, 2020, the Library will pay fifty percent of the premium cost for single coverage under the Library's healthcare plans for part-time regular employees; and

WHEREAS, Other salient changes under the agreement include an option for employees to convert unused sick time to cash, the designation of the day after Thanksgiving as a special closing in lieu of Columbus Day, and the adoption of leave of absence policies consistent with the revisions to the Human Resources Manual as adopted by this Board in September 2019; and

WHEREAS, In recognition of the valuable contributions that District 1199 members make to the Library, the Library Administration would like to extend one-time ratification bonuses in the amount of \$1,000 for full-time District 1199 members and \$500 for part-time District 1199 members, which shall be available to current District 1199 members

employed by the Library as of December 31, 2019, to be paid during the first full pay period following ratification; and

WHEREAS, In recognition of the valuable contributions that non-bargaining unit staff make to the Library, the Library Administration would like to extend one-time bonuses in the amount of \$1,000 for full-time employees, \$500 for part time employees, \$250 for substitutes, and \$100 for pages who are currently employed as of the date of this Resolution, to be paid during the first full pay period following ratification; and

WHEREAS, In further recognition of the contributions that non-bargaining unit staff make to the Library, and as a matter of equity, the Library administration would like to extend salary increases to non-bargaining unit staff in the amount of 2% to full- and part-time employees, other than substitutes and pages, employed by the Library as of January 1, 2020 and who are currently employed as of the date of this Resolution, effective retroactive to the beginning of the pay period that includes January 1, 2020; and

WHEREAS, Cleveland Public Library Board of Trustees expresses its gratitude for the hard work performed by parties on both sides of the table to reach this agreement; therefore be it

RESOLVED, That the Cleveland Public Library Board of Trustees approves and accepts the tentative Collective Bargaining Agreement in the form ratified by District 1199; and be it further

RESOLVED, That such tentative Collective Bargaining Agreement shall be in effect upon the adoption of this Resolution and shall cover the time period commencing January 1, 2020 and ending December 31, 2022; and be it further

RESOLVED, The Executive Director, CEO or his designee(s) are authorized to execute the three year agreement with the Service Employees International Union, District 1199 and to implement the bonuses and wage increases as set forth in this Resolution.

# Appendix A

Pay	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
A	15.7600	16.1540	16.5579	16.9718	17.3961	17.8310	18.2768	18.7337	19.2020	19.4901	19.7824	20.0791	20.3803	20.6860	20.9963	21.3113	21.6309	21.9554	22.2847	22.6190
B	16.7000	17.1175	17.5454	17.9841	18.4337	18.8945	19.3669	19.8511	20.3473	20.6525	20.9623	21.2768	21.5959	21.9199	22.2486	22.5824	22.9211	23.2649	23.6139	23.9681
C	17.7000	18.1425	18.5961	19.0610	19.5375	20.0259	20.5266	21.0397	21.5657	21.8892	22.2176	22.5508	22.8891	23.2324	23.5809	23.9346	24.2936	24.6580	25.0279	25.4033
D	18.7700	19.2393	19.7202	20.2132	20.7186	21.2365	21.7674	22.3116	22.8694	23.2125	23.5607	23.9141	24.2728	24.6369	25.0064	25.3815	25.7622	26.1487	26.5409	26.9390
E	19.9000	20.3975	20.9074	21.4301	21.9659	22.5150	23.0779	23.6548	24.2462	24.6099	24.9791	25.3537	25.7341	26.1201	26.5119	26.9095	27.3132	27.7229	28.1387	28.5608
F	21.1000	21.6275	22.1682	22.7224	23.2905	23.8727	24.4695	25.0813	25.7083	26.0939	26.4853	26.8826	27.2859	27.6951	28.1106	28.5322	28.9602	29.3946	29.8355	30.2831
G	22.7800	23.3495	23.9332	24.5316	25.1449	25.7735	26.4178	27.0783	27.7552	28.1715	28.5941	29.0230	29.4584	29.9003	30.3488	30.8040	31.2660	31.7350	32.2111	32.6942
H	24.6000	25.2150	25.8454	26.4915	27.1538	27.8326	28.5285	29.2417	29.9727	30.4223	30.8786	31.3418	31.8119	32.2891	32.7735	33.2651	33.7640	34.2705	34.7846	35.3063
I	26.8100	27.4803	28.1673	28.8714	29.5932	30.3331	31.0914	31.8687	32.6654	33.1554	33.6527	34.1575	34.6698	35.1899	35.7177	36.2535	36.7973	37.3493	37.9095	38.4782
J	29.2300	29.9608	30.7098	31.4775	32.2645	33.0711	33.8978	34.7453	35.6139	36.1481	36.6903	37.2407	37.7993	38.3663	38.9418	39.5259	40.1188	40.7206	41.3314	41.9514