

**Cleveland Public Library**

**Board Meeting**

May 21, 2010

**RESOLUTION RATIFYING AGREEMENT WITH LABORERS  
INTERNATIONAL UNION OF NORTH AMERICA LOCAL 860 FOR JANUARY  
1, 2020 THROUGH DECEMBER 31, 2022**

WHEREAS, The Cleveland Public Library and Laborers International Union of North America, Local 860 (“Local 860”) have arrived at a tentative Collective Bargaining Agreement for the period commencing on January 1, 2020 and terminating on December 31, 2022; and

WHEREAS, The Cleveland Public Library and Local 860 negotiated the agreement using traditional bargaining, and the membership of Local 860 ratified the agreement on May 5, 2020; and

WHEREAS, The agreement provides for annual pay increases of two and one half percent during each year of the agreement as well as ratification bonuses in the amount of \$1,000 for full-time staff and \$500 for part-time staff; and

WHEREAS, The agreement also provides for lower starting pay for new hires and eliminates the five percent premium pay under the previous agreement. The premium pay will instead be replaced with annual supplemental pay for the ten officers who had received the most premium pay, and this amount will be reduced annually for the duration of the contract; 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 payment by the Library of fifty percent of the premium cost for single coverage under the Library’s healthcare plans for part-time regular employees; and

WHEREAS, The Board of Trustees of the Cleveland Public Library 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 Collective Bargaining Agreement in the form ratified by Local 860; and be it further

RESOLVED, That such 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 Laborers International Union of North America, Local 860.