

Cleveland Public Library

Human Resources Committee

December 14, 2021

**RESOLUTION RATIFYING AMENDMENT TO AGREEMENT WITH SEIU
DISTRICT 1199**

WHEREAS, On January 30, 2020, the Board of Trustees of the Cleveland Public Library ratified a Collective Bargaining Agreement with SEIU District 1199 (“1199”) for the period commencing on January 1, 2020 and terminating on December 31, 2022; and

WHEREAS, Under the Collective Bargaining Agreement, members of 1199 are paid according to a step-based wage scale, with members receiving set annual increases until they reach the maximum step in their respective pay grade, and members in the maximum step of their respective pay grade receive annual lump sum payments; and

WHEREAS, In recognition of the contribution to the Library made by their members, the Library approached 1199 and offered to amend the Collective Bargaining Agreement to increase 1199 members’ compensation for the final year of the agreement; and

WHEREAS, The Cleveland Public Library and 1199 negotiated a pay increase consisting of a revised step schedule to adjust existing steps by four percent (4%) and to increase the lump sum payments to members in the maximum step of their respective pay grades to six percent (6%) of their annualized base pay which increases will be effective the beginning of the pay period that includes January 1, 2022; and

WHEREAS, The membership of 1199 voted to ratify amending the Collective Bargaining Agreement to include the pay increase described herein on December 7, 2021; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves and accepts the amendment to the Collective Bargaining Agreement ratified by SEIU District 1199 and authorizes the Executive Director, CEO or his designee to execute an amendment, memorandum of understanding, or such other instrument as is necessary to effectuate the pay increase as described in this Resolution for the remainder of the term of the Collective Bargaining Agreement.