

**Cleveland Public Library**

**Human Resources Committee**

December 14, 2021

**RESOLUTION AUTHORIZING EXTENSION OF AGREEMENT WITH  
LABORERS INTERNATIONAL UNION OF NORTH AMERICA LOCAL 860  
FOR 2023 TO 2025 TERM**

WHEREAS, On May 21, 2020, the Board of Trustees of the Cleveland Public Library ratified a Collective Bargaining Agreement with Laborers International Union Local 860 ("Local 860") for the period commencing on January 1, 2020 and terminating on December 31, 2022; and

WHEREAS, The Library Administration offered to extend the Collective Bargaining Agreement with Local 860 for the period commencing on January 1, 2023 and ending on December 31, 2025 under the same terms as the current Collective Bargaining Agreement but with a higher annual wage increase than in the current agreement; and

WHEREAS, The Cleveland Public Library and Local 860 negotiated an annual pay increase of three and one-half percent (3.5%) for each year of the 2023 to 2025 term, which increase will be effective the beginning of the pay period that includes January 1 of each year during the term of the Collective Bargaining Agreement; and

WHEREAS, On December 1, 2021, the membership of Local 860 voted on and ratified extending the Collective Bargaining Agreement in the form described herein for the additional period January 1, 2023 through December 31, 2025; and

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

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby approves and authorizes an extension of the Collective Bargaining Agreement with Laborers International Union of North America Local 860 for the 2023-2025 term and authorizes the Executive Director, CEO or his designee to execute an agreement, memorandum of understanding, or such other instrument as is necessary to effectuate the extension described in this Resolution; be it further

RESOLVED, That this Board further authorizes the Library Administration to take steps necessary to execute the 2023-2025 Collective Bargaining

**EXHIBIT 28**

Agreement with Laborers International Union of North America Local 860 on or after January 1, 2023.