

Cleveland Public Library

Special Board Meeting

July 3, 2024

**RESOLUTION TO RATIFY AGREEMENT WITH LABORERS INTERNATIONAL
UNION OF NORTH AMERICA LOCAL 860 FOR THE PERIOD OF JULY 1,
2024 THROUGH JUNE 30, 2027**

WHEREAS, On December 16, 2021, the Board of Trustees of the Cleveland Public Library authorized an extension of the Collective Bargaining Agreement with Laborers International Union of North America Local 860 (“Local 860”) for the period commencing on January 1, 2023 and ending on December 31, 2025, which the Library and Local 860 executed on December 29, 2023; and

WHEREAS, The Library Administration offered to enter into a new Collective Bargaining Agreement with Local 860 for the period commencing on July 1, 2024 and ending on June 30, 2027 in order to implement certain changes to the Collective Bargaining Agreement intended to attract new SPS Officers and to retain existing SPS Officers in today’s challenging labor market; and

WHEREAS, Among the changes that the Cleveland Public Library and Local 860 negotiated are: 1) the introduction of a career ladder consisting of Safety Aide, SPS Officer 1, SPS Officer 2, and Senior Officer positions; 2) the ability to introduce 10-hour shifts for patrol cars, which can be used to support extended hours for community meetings at branches; 3) increased hourly wage rates for existing SPS Officers; 4) wage rate increases for 2025 and 2026; 5) introduction of a sick leave conversion plan; and 6) new hire rates of \$18.50 for Safety Aides and \$20.00 for SPS Officer 1, which are subject to increases in 2025 and 2026; and

WHEREAS, On June 28, 2024, the membership of Local 860 voted on and ratified the Collective Bargaining Agreement in the form described herein for the July 1, 2024 through June 30, 2027 term; 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 approves and accepts Collective Bargaining Agreement in the form ratified by

Local 860; and be it further

RESOLVED, That the Collective Bargaining Agreement shall be in effect commencing on July 1, 2024 and ending June 30, 2027; and be it further

RESOLVED, That the Executive Director, CEO or his designee(s) are authorized to execute the three-year Collective Bargaining Agreement with Laborers International Union of North America Local 860.