

Cleveland Public Library

Board Meeting

December 21, 2017

RESOLUTION AMENDING RESOLUTION FOR STAFF NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS

- WHEREAS,** On June 13, 2017, the Board of Trustees of the Cleveland Public Library adopted a Resolution approving wage increases for non-bargaining unit employees in the amount of 2% for 2017, 2018, and 2019, consistent with wage increases contained in the Laborers International Union of North America, Local 860, Collective Bargaining Agreement commencing January 1, 2017 and terminating December 31, 2019; and
- WHEREAS,** On December 19, 2017, a Fact Finder appointed by the State Employment Relations Board to hear and decide unresolved issues in collective bargaining negotiations between the Library and the Service Employees International Union (SEIU) District 1199, issued a Report and Recommendations recommending the following:
- a. Wage increases in the amount of 2% for 2017, 2½ % for 2018, and 2½% for 2019 for SEIU members;
 - b. A \$500 ratification bonus for full-time SEIU members and a \$250 ratification bonus for part-time SEIU members, to be paid in the first pay period following ratification;
 - c. That paid holiday hours and paid vacation hours be counted as hours worked for the purposes of computing overtime pay.
- WHEREAS,** This Board has accepted and approved the Fact Finders Report and Recommendations by separate Resolution on this 21st day of December, 2017; now therefore be it
- RESOLVED,** That subject to and on condition that the Service Employees International Union District 1199 ratifies or otherwise fails to reject the Fact Finder's Report and Recommendations issued December 19, 2017 in accordance with applicable law, the Resolution adopted by this Board on June 13, 2017 shall be amended to provide that the wage increases consistent with the recommendations regarding wage increases, bonuses, and calculation of overtime pay (for non-exempt employees only) contained in the Report and Recommendations of the Fact Finder for SEIU District 1199, as set forth in this Resolution. Bonuses shall be implemented for all non-bargaining unit employees as follows:
\$500 bonus full-time employees;
\$250 bonus for part-time regular employees;
\$125 bonus for substitutes and part-time employees; and
\$85 bonus for pages; be it further
- RESOLVED** That the Executive Director, CEO, the Chief Financial Officer, and the Director of Human Resources are authorized to implement the wage increases set forth in this Resolution for all non-bargaining unit employees; be it further

RESOLVED

That all other provisions of the Resolution adopted by this Board on June 13, 2017 shall remain the same and in full force and effect.