

**Cleveland Public Library**

**Board Meeting**  
December 21, 2017

**RESOLUTION APPROVING WAGE INCREASES FOR LABORERS INTERNATIONAL UNION  
OF NORTH AMERICA, LOCAL 860**

- WHEREAS,** On June 13, 2017 the Board of Trustees of the Cleveland Public Library approved and accepted the Collective Bargaining Agreement (Contract) ratified by Local 860 of the Laborers International Union of North America, covering the time period commencing January 1, 2017 through December 31, 2019; and
- WHEREAS,** The Contract provides for a two percent (2%) salary increase for 2017 retroactive to December 25, 2016, and two percent (2%) annual salary increases for years 2018 and 2019; and
- WHEREAS,** On December 19, 2017, a Fact Finder issued a Report and Recommendations with regard to collective bargaining negotiations between the Cleveland Public Library and the Service Employees International Union (SEIU), District 1199, which included wage increases in the amount of 2% for 2017, 2½ % for 2018, and 2½% for 2019 for SEIU union members; and
- WHEREAS,** In addition, the Fact Finder recommended 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; and
- WHEREAS,** This Board has accepted and approved the Fact Finders Report and Recommendations by separate Resolution on this 21<sup>st</sup> day of December, 2017; and
- WHEREAS,** In recognition of the valuable contributions that Local 860 members make to the Library, and as matter of equity, Library Administration would like to extend the 2 ½% wage increases in 2018 and 2019 to Local 860 members, as well as the one-time \$500 bonus to full-time Local 860 members, and the one-time \$250 bonus to part-time Local 860 members; now 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, this Board authorizes the Executive Director, CEO, to enter into an agreement, Memorandum of Understanding, or such other documents as may be necessary or appropriate, to provide that the members of Local 860 receive 2 ½% wage increases in 2018 and in 2019, and that full-time Local 860 members receive a one-time \$500 bonus and part-time Local 860 members receive a one-time \$250 bonus, to be paid in the first pay period following ratification of the SEIU Fact Finding Report and Recommendations.