RESOLUTION FOR RATIFICATION OF AGREEMENT WITH DISTRICT 1199 SEIU

WHEREAS, Current economic conditions have reduced funding to the Library from both the Public Library Fund (state funding) and Property Tax revenues (local funding); and

WHEREAS, The Library and District 1199 negotiated through the use of a modified version of Interest-Based Bargaining to reach an agreement; and

WHEREAS, The Cleveland Public Library and District 1199 Service Employees International Union (SEIU) have arrived at a tentative agreement; and

WHEREAS, The tentative agreement was ratified by the District 1199 SEIU membership on September 14, 2011; and

WHEREAS, This agreement amends the existing collective bargaining agreement and provides: (1) no general increases; (2) no step increments; (3) Presidents’ Day, Memorial Day, Columbus Day, Labor Day, and Veteran’s Day as unpaid furlough days on which the Library is closed in 2012; (4) on January 1, April 8, and July 1, 2012 sick leave payments on retirement will be reduced; (5) the ING short-term disability plan is eliminated as of October 15, 2011; (6) the health insurance increase was reduced by 6.3%; (7) a resignation/retirement incentive to be in effect from October 1, 2011 to December 15, 2011 for a one-time $5,000 separation payment for up to 40 bargaining unit employees with an effective resignation/retirement date on or before December 31, 2011, that would be paid on the first pay date following the pay period that includes the employee’s last day paid or compensated; and (8) a good attendance incentive program goes into effect August 28, 2011; and

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

RESOLVED, That the Cleveland Public Library Board of Trustees ratifies this agreement by the parties; and be it further

RESOLVED, That such amendment to the collective bargaining agreement be in effect upon this ratification.