

Cleveland Public Library

Human Resources Committee

September 15, 2011

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.