

Cleveland Public Library

Human Resources Committee

February 16, 2012

**RESOLUTION FOR ACCEPTANCE OF REOPENER AGREEMENT WITH LOCAL 244
CITY, COUNTY, & WASTE PAPER DRIVERS**

- WHEREAS,** The Cleveland Public Library management team negotiated the economic reopener in good faith with Local 244, City, County & Waste Paper Drivers Union and arrived at a tentative agreement; and
- WHEREAS,** This agreement provides for no general increases and no step increments in 2012, that the ING short-term disability plan will terminate March 14, 2012 , and that the health insurance increase is reduced by 6.3%; and that
- WHEREAS,** Presidents' Day, and, Labor Day 2012 are to be designated as unpaid furlough days on which the Library is to close in 2012; and
- WHEREAS,** A requirement of 10 years of CPL service before being eligible for sick leave payments on retirement, the retirement payout is to be reduced on January 1, 2012 to 30% of unused sick time on an 825 hour cap, to be reduced again on April 8, 2012 to 25% of unused sick time on a 750 hour cap, and to be reduced again on July 1, 2012 to 25% of unused sick time on a 500 hour cap; and
- WHEREAS,** A resignation incentive that was be made available for up to fifteen (15) full time employees who resigned between October 1, 2011 and December 15, 2011 with an effective date on or before December 31, 2011; a \$5,000 separation payment would have been paid on the first pay date following the pay period that included the employee's last day paid or compensated; and
- WHEREAS,** An Attendance Incentive Program that employees who use three or less sick days between September 25, 2011 and December 31, 2011 earn two bonus days (taken from sick leave balance) that must be used in 2012 or will be lost. Bonus days are not subject to payout on separation. Each year thereafter employees who use five sick days or less will earn three bonus days for the next year; and that
- WHEREAS,** The tentative agreement was ratified by Local 244 membership this morning on February 16, 2012; now therefore be it
- RESOLVED,** That the Cleveland Public Library Board of Trustees ratifies this agreement by the parties; and be it further,

RESOLVED,

That the Cleveland Public Library Board of Trustees commends the diligence of both parties to reach an agreement, and directs the President of the Board and the Library's Executive Director, CEO, to sign such documents and agreements as may be necessary or appropriate to memorialize the agreements approved by Local 244, City, County & Waste Paper Drivers Union and the Cleveland Public Library.