

CLEVELAND PUBLIC LIBRARY
Minutes of the Special Board Meeting
January 30, 2020
Trustees Room Louis Stokes Wing
12:00 Noon

Present: Ms. Butts, Mr. Seifullah, Ms. Rodriguez,
Mr. Hairston, Mr. Parker

Absent: Mr. Corrigan

Ms. Rodriguez called the meeting to order at 12:01 p.m.

Ms. Rodriguez moved to adjourn into Executive Session to review collective bargaining negotiations and to consider the employment of a public official. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

The Board adjourn into Executive Session at 12:02 p.m.

Mr. Hairston moved to return to Special Board Meeting. Mr. Parker seconded the motion, which passed unanimously by roll call vote.

The Special Board Meeting resumed at 12:39 p.m.

Resolution Ratifying Agreement with SEIU District 1199 and Authorizing Bonuses and Increases to Non-Bargaining Unit Staff

Mr. Rodriguez moved approval of the following resolution Mr. Parker seconded the motion, which passed unanimously by roll call vote.

WHEREAS, The Cleveland Public Library and the Service Employees International Union (SEIU), District 1199 are parties to a collective bargaining agreement that expired on December 31, 2019; and

WHEREAS, The Library and SEIU District 1199 negotiated through traditional bargaining with the assistance of a mediator appointed by the Federal Mediation and Conciliation Service to reach an

RESOLUTION
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Approved

agreement, and the Library and District 1199 have arrived at a tentative agreement, which was ratified by the District 1199 membership on January 29, 2020; and

WHEREAS, The agreement provides for a new step-based wage scale that is retroactive to the beginning of the pay period that includes January 1, 2020 as set forth in Appendix A to this Resolution, where each pay grade has a minimum and maximum rate of pay that is established to reflect labor market conditions, considerations of internal equity, and the Library's standing as a premier public and research library system; and

WHEREAS, The agreement also provides that, effective January 1, 2020, the Library will pay fifty percent of the premium cost for single coverage under the Library's healthcare plans for part-time regular employees; and

WHEREAS, Other salient changes under the agreement include an option for employees to convert unused sick time to cash, the designation of the day after Thanksgiving as a special closing in lieu of Columbus Day, and the adoption of leave of absence policies consistent with the revisions to the Human Resources Manual as adopted by this Board in September 2019; and

WHEREAS, In recognition of the valuable contributions that District 1199 members make to the Library, the Library Administration would like to extend one-time ratification bonuses in the amount of \$1,000 for full-time District 1199 members and \$500 for part-time District 1199 members, which shall be available to current District 1199 members employed by the Library as of December 31, 2019, to be paid during the first full pay period following ratification; and

WHEREAS, In recognition of the valuable contributions that non-bargaining unit staff make to the Library, the Library Administration would like to extend one-time bonuses in the amount of \$1,000 for full-time employees, \$500 for part time employees, \$250 for substitutes, and \$100 for pages

who are currently employed as of the date of this Resolution, to be paid during the first full pay period following ratification; and

WHEREAS, In further recognition of the contributions that non-bargaining unit staff make to the Library, and as a matter of equity, the Library administration would like to extend salary increases to non-bargaining unit staff in the amount of 2% to full- and part-time employees, other than substitutes and pages, employed by the Library as of January 1, 2020 and who are currently employed as of the date of this Resolution, effective retroactive to the beginning of the pay period that includes January 1, 2020; and

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

RESOLVED, That the Cleveland Public Library Board of Trustees approves and accepts the tentative Collective Bargaining Agreement in the form ratified by District 1199; and be it further

RESOLVED, That such tentative Collective Bargaining Agreement shall be in effect upon the adoption of this Resolution and shall cover the time period commencing January 1, 2020 and ending December 31, 2022; and be it further

RESOLVED, The Executive Director, CEO or his Designee(s) are authorized to execute the three year agreement with the Service Employees International Union, District 1199 and to implement the bonuses and wage increases as set forth in this Resolution.

Director Thomas thanked the negotiating teams representing SEIU District 1199 and the Library for their hard work.

Director Thomas acknowledged members of the SEIU District 1199 negotiating team who were present at the Special Board Meeting and stated that there was work ahead to address some issues and indicated his willingness to begin those conversations.

Various Trustees thanked the negotiating teams for their commitment and dedication to reach this agreement and expressed appreciation for Library staff who are an important part of The Peoples University.

Ms. Rodriguez adjourned the Special Board Meeting at 12:48 p.m.

Maritza Rodriguez
President

Thomas D. Corrigan
Secretary