

Cleveland Public Library

Human Resources Committee

December 14, 2021

**RESOLUTION RATIFYING AMENDMENT TO AGREEMENT WITH
LABORERS INTERNATIONAL UNION OF NORTH AMERICA LOCAL 860**

WHEREAS, On May 21, 2020, the Board of Trustees of the Cleveland Public Library ratified a Collective Bargaining Agreement with Laborers International Union Local 860 ("Local 860") for the period commencing on January 1, 2020 and terminating on December 31, 2022; and

WHEREAS, Under the Collective Bargaining Agreement, members of Local 860 will receive an annual wage increase of two and one-half percent (2.5%) during the pay period that includes January 1 for each year of the three-year agreement; and

WHEREAS, In recognition of the contribution to the Library made by their members, the Library Administration approached Local 860 and offered to amend the Collective Bargaining Agreement to increase Local 860 members' compensation for the final year of the agreement; and

WHEREAS, The Cleveland Public Library and Local 860 negotiated a pay increase of four percent (4%) in lieu of the two and one-half percent (2.5%) provided under the agreement, which increase will be effective the beginning of the pay period that includes January 1, 2022; and

WHEREAS, The membership of Local 860 voted to ratify amending the Collective Bargaining Agreement to include the pay increase described herein on December 1, 2021; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves and accepts the amendment to the Collective Bargaining Agreement ratified by Local 860 and authorizes the Executive Director, CEO or his designee to execute an amendment, memorandum of understanding, or such other instrument as is necessary to effectuate the pay increase as described in this Resolution for the remainder of the term of the Collective Bargaining Agreement.