

**Cleveland Public Library**

**Board Meeting**

June 13, 2017

**RESOLUTION FOR RATIFICATION OF AGREEMENT WITH LOCAL 860**

- WHEREAS,** The Cleveland Public Library and Laborers International Union of North America, Local 860 (“Local 860”) have arrived at a tentative Collective Bargaining Agreement (“the Contract”) for the period commencing on January 1, 2017 and terminating on December 31, 2019; and
- WHEREAS,** The Cleveland Public Library and Local 860 negotiated the Contract using traditional bargaining; and
- WHEREAS,** The membership of Local 860 ratified the Contract on June 12, 2017; and
- WHEREAS,** This Contract provides for a two percent salary increase for 2017 which will be retroactive to December 25, 2016 and a two percent annual salary increase for years 2018 and 2019; and
- WHEREAS,** Part-time Safety and Protective Services (“SPS”) officers who are promoted to full-time positions shall serve a 90 day training period prior to becoming permanent full-time employees; and
- WHEREAS,** Eight full-time posts will be created and shall be available to bid on by bargaining unit employees. Of the eight posts, one will be at the Main library, three will be at the Louis Stokes Wing, one will be at the Lakeshore facility, and three will be mobile patrols; and
- WHEREAS,** The Library will designate up to two SPS officers as field training officers to provide on-the-job training to SPS officers. Field training officers will receive premium pay equal to an additional five percent of their respective hourly rate for time spent conducting training; and
- WHEREAS,** Employees will be subject to post-accident drug and alcohol testing when there is a reasonable degree of possibility that drugs or alcohol may have contributed to the accident and when the accident resulted in medical treatment beyond first aid or property damage in excess of \$500.00; and
- WHEREAS,** SPS officers will be trained on the use of pepper foam or pepper gel, and will be issued either pepper foam or pepper gel as a part of SPS officers’ standard equipment; 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 this tentative Collective Bargaining Agreement in the form ratified by Local 860; 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, 2017 through December 31, 2019; and be it further

**RESOLVED,** The President of the Board of Trustees, and the Executive Director, CEO are authorized to execute the three-year agreement with Laborers International Union of North America, Local 860.