

CLEVELAND PUBLIC LIBRARY
Minutes of the Special Board Meeting
July 3, 2024
Trustees Room Louis Stokes Wing
10:00 a.m.

Present: Ms. Shakarian, Mr. Corrigan, Ms. Rashid,
Ms. Fryer, Mr. Parker

Absent: Ms. Butts, Ms. Rodriguez

Mr. Parker called the meeting to order at 10:07 a.m.

OATH OF OFFICE FOR REAPPOINTMENT TRUSTEE MELANIE SHAKARIAN

Mr. Corrigan administered the Oath of Office to Melanie Shakarian. Ms. Shakarian was reappointed by the Cleveland Board of Education to a full term on the Library Board commencing July 2, 2024 and expiring July 2, 2031.

After photos, various Trustees and Director Thomas congratulated Ms. Shakarian on her reappointment.

EXECUTIVE SESSION

Mr. Parker moved to adjourn into Executive Session for the purpose of discussing collective bargaining matters. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

The Board adjourned into Executive Session at 10:13 a.m.

Mr. Parker moved to return to the Regular Board Meeting. Mr. Corrigan seconded the motion which passed unanimously by roll call vote.

The Regular Board Meeting resumed at 10:36 a.m.

OATH OF OFFICE
FOR
REAPPOINTMENT
OF MELANIE
SHAKARIAN
Administered

**MOTION TO
TEMPORARILY
SUSPEND THE
REGULATIONS**

Approved

MOTION TO TEMPORARILY SUSPEND THE REGULATIONS

Because there was no Joint Finance & Human Resources Committee Meeting, Mr. Parker moved to temporarily suspend the Regulations of the Board of Trustees in Article IX and X requiring referral of resolutions to committees to consider the following resolutions. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

Resolution to Ratify Agreement with Laborers
International Union of North America Local 860 for the
Period of July 1, 2024 through June 30, 2027

After Ms. Rashid read the resolution, Ms. Sargi, Chief Talent Officer, noted that the third WHEREAS clause should be corrected to reflect "*new hire rates of \$18.50 for Safety Aides and \$20.00 for SPS Officer 1, which are subject to increases in 2025-2026*" rather than 2026-2027.

Ms. Shakarian moved to amend the Resolution with the correction. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote

Mr. Corrigan moved approval of the resolution as amended. Shakarian seconded the motion, which passed unanimously by roll call vote.

WHEREAS, On December 16, 2021, the Board of Trustees of the Cleveland Public Library authorized an extension of the Collective Bargaining Agreement with Laborers International Union of North America Local 860 ("Local 860") for the period commencing on January 1, 2023 and ending on December 31, 2025, which the Library and Local 860 executed on December 29, 2023; and

WHEREAS, The Library Administration offered to enter into a new Collective Bargaining Agreement with Local 860 for the period commencing on July 1, 2024 and ending on June 30, 2027 in order to implement certain changes to the Collective Bargaining Agreement intended to attract new SPS Officers and to retain existing SPS Officers in today's challenging labor market; and

WHEREAS, Among the changes that the Cleveland Public Library and Local 860 negotiated are: 1) the introduction of a career ladder consisting of Safety

**RESOLUTION TO
RATIFY
AGREEMENT WITH
LABORERS
INTERNATIONAL
UNION OF NORTH
AMERICA LOCAL
860 FOR THE
PERIOD OF JULY 1,
2024 THROUGH
JUNE 30, 2027**

Approved

Aide, SPS Officer 1, SPS Officer 2, and Senior Officer positions; 2) the ability to introduce 10-hour shifts for patrol cars, which can be used to support extended hours for community meetings at branches; 3) increased hourly wage rates for existing SPS Officers; 4) wage rate increases for 2025 and 2026; 5) introduction of a sick leave conversion plan; and 6) new hire rates of \$18.50 for Safety Aides and \$20.00 for SPS Officer 1, which are subject to increases in 2025 and 2026; and

WHEREAS, On June 28, 2024, the membership of Local 860 voted on and ratified the Collective Bargaining Agreement in the form described herein for the July 1, 2024 through June 30, 2027 term; and

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

RESOLVED, That the Board of Trustees of the Cleveland Public Library approves and accepts Collective Bargaining Agreement in the form ratified by Local 860; and be it further

RESOLVED, That the Collective Bargaining Agreement shall be in effect commencing on July 1, 2024 and ending June 30, 2027; and be it further

RESOLVED, That the Executive Director, CEO or his designee(s) are authorized to execute the three-year Collective Bargaining Agreement with Laborers International Union of North America Local 860.

Mr. Parker adjourned the Special Board Meeting at 11:00 a.m.

Anthony T. Parker
Vice President

Thomas D. Corrigan
Secretary