

Cleveland Public Library

Special Board Meeting

August 23, 2012

RESOLUTION FOR RATIFICATION OF AGREEMENT WITH DISTRICT 1199 SEIU

- WHEREAS,** Current economic conditions have reduced funding to the Library from both the Public Library Fund (state funding) and Property Tax revenues (local funding); and
- WHEREAS,** The Library and SEIU District 1199 negotiated through the use of a modified version of Interest Based Bargaining to reach an agreement; and
- WHEREAS,** Cleveland Public Library and District 1199 Service Employees International Union have arrived at a tentative agreement; and
- WHEREAS,** The tentative agreement was ratified by the District 1199 SEIU membership on August 22, 2012; and
- WHEREAS,** This agreement provides for no general increases, no step increments, and no unpaid furlough days in 2013; and
- WHEREAS,** Full time employees who are employed as of January 6, 2013 will receive a \$300 bonus, and part time regular employees who are employed as of January 6, 2013 will receive a \$150 bonus, on the second pay date in January 2013;and
- WHEREAS,** The Kaiser HMO and POS health insurance plans will be replaced by two Medical Mutual PPO plans effective October 1, 2012 with full time employee contribution rates of 7% for single and 23% for family; and
- WHEREAS,** Effective January 1, 2013, rates will increase to 13% for single coverage and 30% for family coverage; however, through participation in a wellness incentive program in 2013 the full time employee contribution rates can be reduced to 7% for single and 23% for family ; and
- WHEREAS,** Effective January 1, 2014 , the wellness incentive program provides a range of full time employee contribution rates from 18% to 3% for single and 35% to 18% for family, depending on the level of attainment of one to four biometric targets; and
- WHEREAS,** Effective October 1, 2012, part time regular employee contribution rates will be 50% for single coverage. As of January 1, 2013, rates will increase to 56%; however, through participation in the wellness incentive program in 2013 the rate can be reduced to 50%; and

- WHEREAS,** Effective January 1, 2014 the wellness incentive program provides a range for part time regular employee contribution rates from 61% to 46% for single coverage, depending on the level of attainment of one to four biometric targets; and
- WHEREAS,** Vision coverage will be made separately available to full time and part time regular employees through EyeMed Vision Care effective October 1, 2012 through the term of the contract. All employee contribution rates will be 50% for all levels of coverage; and
- WHEREAS,** The Delta Dental Plan of Ohio will be made separately available to all full time and part time regular employees effective October 1, 2012 through the term of the contract. All employee contribution rates will be 10% for single or family level of coverage; and
- WHEREAS,** There will be a one year extension of the current contract until December 31, 2013, and all terms and conditions of the current contract shall remain in force and effect except as otherwise modified by the tentative agreement. The contract will be reopened after the results of the 2013 levy. The labor/management committee will be reactivated by November 5, 2012; 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 agreement; and be it further
- RESOLVED,** That such tentative agreement shall be in effect upon the adoption of this Resolution; and be it further
- RESOLVED,** The Executive Director, CEO or his designee(s) are authorized to execute the one-year extended contract, and to negotiate and execute such contracts and agreements as needed with Medical Mutual, EyeMed Vision Care, Delta Dental of Ohio and a Wellness Incentive Program Provider.