CLEVELAND PUBLIC LIBRARY

Special Board Meeting

May 6, 2015

RESOLUTION APPROVING SETTLEMENT WITH SEIU DISTRICT 1199

WHEREAS, The Cleveland Public Library (CPL) and the Service Employees International Union (SEIU), District 1199, are parties to a collective bargaining agreement (CBA) effective January 1, 2014; and

WHEREAS, The CBA contains a provision requiring CPL to maintain a list of bargaining unit part-time employees who want to be considered for extra hours, and to offer them extra hours before offering hours to substitutes; and

WHEREAS, On November 17, 2014, SEIU filed a grievance on behalf of SEIU 1199 part-time members concerning part-time substitute hours, claiming that from September 19, 2014, CPL had failed to offer part-time employees any hours above their scheduled 20 hours and that substitutes had been used in branches where part-time employees were available for up to the additional 8 hours agreed upon in the CBA; and

WHEREAS, On March 20, 2015, SEIU filed a second grievance against CPL concerning part-time substitute hours on behalf of SEIU 1199 part-time members, claiming that CPL had scheduled part-time regular employees for work in excess of the 28 hours agreed upon in the CBA; and

WHEREAS, On April 27, 2015, CPL and SEIU met to mediate the two grievances with the assistance of a representative from the Federal Mediation & Conciliation Service. The parties reached a tentative settlement agreement; and

WHEREAS, The tentative settlement agreement (attached) provides that forty-two (42) part-time regular members on the extra hours list will be paid for a total of sixty (60) hours of missed work, forty-seven (47) hours of which will be paid by June 1, 2015, with the remaining thirteen (13) hours to be paid by January 31, 2016, at each employee's rate of pay as of the date of execution of the settlement agreement; and

WHEREAS, The tentative settlement further provides that any employee on the list who leaves employment with CPL before either payout date shall be paid the remaining balance of the sixty (60) hours owed to that employee in his or her separation check; and

WHEREAS, The respective amounts CPL would pay to resolve the two grievances, including OPERS and Medicare costs, are \$49,650.13 to be paid by June 1, 2015, and \$13,733.01 to be paid by January 31, 2016, for a total payment of \$63,383.15; now therefore be it

RESOLVED, That the Board of Trustees of the Cleveland Public Library hereby approves the settlement between CPL and SEIU District 1199 on the terms and conditions as described in this Resolution, in a total amount not to exceed \$63,383.13, and authorizes the Executive Director, CEO to execute the settlement agreement on the Board's behalf.

SEIU Stronger Together

Settlement Agreement

CPL/SEIU District 1199

In regard to the grie	vances concerning <u>Part—Time Sub Ho</u>	ours (11-2014 and 3-2015)					
	(issue)	on or about Nov. 17, 2014 and					
	, the Cleveland Public Library denies any lia						
	 land Public Library ("the Library") and SEIU Distr	·					
Union, Change to W	/in Federation, ("the Union"), nonetheless, hereb	y agree as follows:					
1. All PTR mer	mbers currently employed by CPL who are curre	ntly on the Extra Hours list (42—See					
<u>Attachment</u>	will be paid a total of sixty (60) hours, forty-seve	en (47) hours paid by June 1, 2015 and					
thirteen (13)	hours paid by January 31, 2016 at her/his rate	of pay as of the execution of the agreement.					
The specific	amount to be received by each CPL employee	on the Extra Hours List has been calculated					
by CPL, app	proved by the Union, and is attached and incorpo	prated into this Settlement Agreement.					
2. Any employ	ee on the list that leaves the Library before eithe	r payout date shall be paid the remaining					
balance of t	he sixty (60) hours owed to that employee in her	/his separation check.					
3. The March 2	The March 2015 grievance over extra hours will be considered withdrawn by the Union as of the						
execution of	f this agreement.						
referenced griev	d the Grievant hereby agree that this is a full and rances; that the matters shall not be pursued to a m these grievances under the collective bargain	arbitration; and that there shall be no further					
	this settlement agree that it shall not be precede, except to enforce the terms of this agreement.						
	d settlement is final and cannot be altered in any ion by the Library Board of Trustees which shall						
(Print Name Union Representat		Date					
(Print Name Grievant) (Signature)	Date					
(Print Name							

CLEVELAND PUBLIC LIBRARY PT REG Employees - Additional Hours - Seniority List 2015

1222	Last Name	First Name	Job Class Desc	Group/BU De	Permanent Da	Email -	Phone	Branch	Note:
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558	LYTLE	DINA	LIBRARY ASST-COMP EMPH			dina.lytle@cpl.org	216-651-9855, 21		(32-1-/- 10 4-)
9497	LONDON	PETER	LIBRARY ASSISTANT (SUBJ D				210-021-3855, 21	Lorain	Requested to be removed !
	RENDER COLUMN	ROBERT	LIBRARY ASSISTANT HOMES			peter.london@cpl.org		Popular	Full Time 1/11/15
	MARTINA					robert render@cpl.org	216-921-71413	Mobile Services : 7	《他》是"公司是一位 。"
		ANTOINETTE	LIBRARY ASST-COMP EMPH	UNION 1199 F	07/24/2005	alamar@cpl.org	216-651-8637	Fulton	Requested to be removed f
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9553	WILLIAMSON	CHERYL					440-446-9652	Memorial-Nottingham	Requested to be removed f
			LIBRARY ASST-COMP EMPH		08/20/2006	cheryl.williamson@cpl.org	216-398-6527	South Brocklyn	Requested to be removed I
		CLAYTON	LIBRARY ASST-COMP EMPH	UNION 1199 F	01/07/2007	clayton.cunningham@cpl.c	org	Glenville	Full Time 12/28/15
		CHARLEST	LIBRARY/ASSTSCOMBEMPH.	UNIONIE 991	\$201/08/2007	charles ballevio collors	216-788-1103-2	Harvard Lee	CHARLE COLUMN
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				UNION 1199 F		jessica.odum@cpl.org	216-224-9689	Eastman	Full Time 4/5/15
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			LIBRARY ASST-COMP EMPH				216-404-8001	Rice	No longer employed at CPL
		KATHY	LIBRARY ASST-COMP EMPH	UNION 1199 F	09/26/2010	kathy.broz@cpl.org	216-932-1403, 21		Requested to be removed f
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			IBRARY ASST-COMP EMPH L	MION 1199 F	08/12/2012 r	onald.clark@cpl.org	16-357-9111	astman	Full Time 3/8/15
		RIAN L	IBRARY ASST-COMP EMPH L	NION 1199 F	08/12/2012 l				Requested to be removed for
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		ATHERINE LI	BRARY ASST-COMP EMPH U	NION 1199 A		atle.mllan@cpl.org			No longer employed at CPL
		MIE LU	BRARY ASST-COMP EMPH U	NION 1199 F			40-590-5485 V		
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RELEGION ARTON ART	COTOR KE	ANNA DE ANNA D	ARALYASSI GOME MEET UI BIECT DEPARTMENT CLES UI BIECT DEPARTMENT DE PARTMENT DE PARTM	MON 1199 HON	09/22/2013 (6) 09/23/2013 (6) 09/23/2013 (6) 09/23/2013 (6) 11/17/2013 (7) 05/07/2013 (7) 05/07/2013 (7) 05/07/2013 (7) 05/07/2013 (7) 05/07/2013 (7)	indra.proctor @cpl.org 5. annarivara@cpl.org 9. arquetta.brown@cpl.org 2. arquetta.brown@cpl.org 2. arquetta.brown@cpl.org 2. arquetta.brown@cpl.org 2. arquetta.brown@cpl.org 2. arquetta.brown@cpl.org 3. arquetta.brown@cpl.org	13-255-4628 U (16-70-80356) E (16-72-2872 U (16-50-10-28) M (10-561-90-9) M (1	anding English English Interials Processing July English Engli	ull Time 4/2/15 to response to
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RELEGION AND ADDRESS OF THE PROPERTY OF THE PR	COTOR KE	ANNA DE ANNA D	BRANZASSTEOMIZEMEN UN RANZASSTEOMIZEMEN UN	ION 1199	09/22/2013 [cc 09/22/2013] [cc	indra.proctor@cpl.org 51 anguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 27 arguetta.brown@cpl.	13-255-4628 U (16-57-910356)	indias (indias indias i	full Time 3/2/15 to response A full time 3/2/15 to response A full time 3/2/15 A full time 4/5/15
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REPORT OF THE PROPERTY OF THE	COTOR KE	ANNA DE ANNA D	PRATY ASS TOOM PEMPH OF THE PROPERTY OF THE PR	ION 1199	09/22/2013 ke 09/22/2013 kg 09/22/2013 m 09/2	indra.proctor@cpl.org 51 anguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 22 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 24 arguetta.brown@cpl.org 25 arguetta.brown@cpl.org 27 arguetta.brown@cpl.	13-255-4628 U (16-57-3-1635-6	anding Explanation aterials Processing Other obtained obtaine	oul Time 3/2/15 to response (In the second

Agreed to work extra hours

Full Time/Requested to be removed from list

Total To pay in 2015 To pay in 2016

		2015					
	Hours	Rate		Hours		Hours	
Allen, Bianca	60	\$16.99	\$1,019.35	47	\$798.49	13	\$220.86
Arganza, Jorge	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Bailey, Charles	60	\$23.21	\$1,392.34	47	\$1,090.67	13	\$301.67
Balboa, Paolo	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Barnes, Shila	60	\$23.21	\$1,392.34	47	\$1,090.67	13	\$301.67
Boodan, Liza	60	\$16.34	\$980.14	47	\$767.78	13	\$212.36
Brown, Stacy	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Campbell, Tawana	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Carrillo, Wallace	60	\$14.95	\$897.07	47	\$702.70	13	\$194.36
Crompton, Emily	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Davis, Cynthia	60	\$22.31	\$1,338.77	47	\$1,048.70	13	\$290.07
Dunn-Childress, Cassandra	60	\$22.31	\$1,338.76	47	\$1,048.70	13 13	\$290.07 \$313.74
Elder, Phillip	60	\$24.13	\$1,448.05	47 47	\$1,134.31	13	\$290.07
Foster, Prince	60	\$22.31 \$22.31	\$1,338.78	47 47	\$1,048.71 \$1,048.71	13	\$290.07
Franklin, Hannah	60 60	\$22.31	\$1,338.78 \$1,338.78	47 47	\$1,048.71	13	\$290.07
Fullmer, Anna	60	\$15.94	\$956.28	47	\$1,048.71	13	\$290.07
Gravino, Giovanni	60	\$22.31	\$1,338.77	47	\$1,048.70	13	\$290.07
Hay, Zachary Hunter, Arlist	60	\$22.31	\$1,338.78	47	\$1,048.70	13	\$290.07
	60			47	\$1,048.71	13	\$290.07
Jefferson, Kiaira		\$22.31	\$1,338.78				•
Johnson, Marcie	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Katzin, Jeffrey	60	\$22.31	\$1,338.77	47	\$1,048.71	13	\$290.07
Kolonick, Sarah	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Lefkowitz, Joel	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Lewis, Issiah	60	\$26.10	\$1,566.18	47	\$1,226.84	13	\$339.34
Lytle, Alea	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Mann, B	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Messenger, Corina	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Moncayo, Jennifer	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Myhand, Terrence	60	\$15.97	\$957.97	47	\$750.41	13	\$207.56
Palma, Lindsay	60	\$17.67	\$1,060.12	47	\$830.42	13	\$229.69
Petrucz, William	60	\$22.31	\$1,338.77	47	\$1,048.71	13	\$290.07
Piepenburg, Carlos	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Reddick, Ashley	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Render, Robert	60	\$24.13	\$1,448.03	47	\$1,134.29	13	\$313.74
Rivera, Joanna	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Sanchez, Lisa	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Smith, Justin	60	\$23.21	\$1,392.34	47	\$1,090.67	13	\$301.67
Story, Alexander	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Williams, Antonio	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Williams, Maxine	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Williams-Riseng, Denise	60	\$26.10	\$1,566.18	47	\$1,226.84	13	\$339.34
			\$54,900.95		\$43,005.74	\$	11,895.21
	Opers		7686.13		6020.8		1665.33
	Medicare		796.06		623.58		172.48
	Grand total		63383.15		49650.13		13733.01