

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.



Settlement Agreement

CPL/SEIU District 1199

In regard to the grievances concerning Part—Time Sub Hours (11-2014 and 3-2015)
(issue)

filed on behalf of SEIU 1199 Part-time Members on or about Nov. 17, 2014 and March 21, 2015

, the Cleveland Public Library denies any liability in the above-referenced grievances. However, the Cleveland Public Library ("the Library") and SEIU District 1199, the Health Care and Social Service Union, Change to Win Federation, ("the Union"), nonetheless, hereby agree as follows:

1. All PTR members currently employed by CPL who are currently on the Extra Hours list (42—See Attachment) will be paid a total of sixty (60) hours, forty-seven (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, approved by the Union, and is attached and incorporated into this Settlement Agreement.
2. Any employee on the list that leaves the Library before either payout date shall be paid the remaining balance of the sixty (60) hours owed to that employee in her/his separation check.
3. The March 2015 grievance over extra hours will be considered withdrawn by the Union as of the execution of this agreement.
4. The Union and the Grievant hereby agree that this is a full and final settlement of both of the above-referenced grievances; that the matters shall not be pursued to arbitration; and that there shall be no further claim arising from these grievances under the collective bargaining agreement.
5. The parties to this settlement agree that it shall not be precedent setting and that it shall not be used in any future arbitration, except to enforce the terms of this agreement.
6. This mediated settlement is final and cannot be altered in any way and shall go into effect immediately upon ratification by the Library Board of Trustees which shall occur no later than May 21, 2015.

(Print Name)	(Signature)	Date
Union Representative		

(Print Name)	(Signature)	Date
Grievant		

(Print Name)	(Signature)	Date
Library Representative		

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

Employee	Last Name	First Name	Job Class Desc	Group/BU De	Permanent Da	Email	Phone	Branch	Note:
1222	MUDGE-PRICE	SHEILA	LIBRARY ASST-COMP EMPH	UNION 1199	07/23/2003	sheila.mudgett-price@cpl.org	216-403-0261	Waltz	Requested to be removed from list
3249	LEWIS	ISARAH	LIBRARY ASST-COMP EMPH	UNION 1199	04/04/2004	isarahlewis@cpl.org	216-288-6100	Lansing Hughes	Requested to be removed from list
1558	LYTLE	DINA	LIBRARY ASST-COMP EMPH	UNION 1199	04/04/2004	dina.lytle@cpl.org	216-651-9855	Lorain	Requested to be removed from list
99497	LONDON	PETER	LIBRARY ASSISTANT (SUBJ DI	UNION 1199	01/24/2005	peter.london@cpl.org	216-971-7143	Popular	Full Time 1/11/15
99524	RENDER	ROBERT	LIBRARY ASSISTANT (HOMEB	UNION 1199	05/16/2005	robert.render@cpl.org	216-651-8637	Fulton	Requested to be removed from list
99315	MARTINA	ANTOINETTE	LIBRARY ASST-COMP EMPH	UNION 1199	07/24/2005	alamar@cpl.org	216-288-7107	South	Added 4/10/15
99576	ELDER	PHILIP	LIBRARY ASST-COMP EMPH	UNION 1199	07/24/2005	philip.elder@cpl.org	216-526-4973	South Brooklyn	Requested to be removed from list
99453	PALMA	LINDSAY	BRANCH CLERK	UNION 1199	01/28/2005	lindsay.palma@cpl.org	440-446-9652	Memorial-Nottingham	Requested to be removed from list
99636	PELTS	LEONARD	LIBRARY ASST-COMP EMPH	UNION 1199	05/15/2006	leonard.pelts@cpl.org	216-398-6527	South Brooklyn	Requested to be removed from list
99553	WILLIAMSON	CHERYL	LIBRARY ASST-COMP EMPH	UNION 1199	08/20/2006	cheryl.williamson@cpl.org	216-398-6527	South Brooklyn	Requested to be removed from list
99585	CUNNINGHAM	CLAYTON	LIBRARY ASST-COMP EMPH	UNION 1199	01/07/2007	clayton.cunningham@cpl.org	216-398-6527	Glenville	Full Time 12/28/15
99713	BAILEY	CHARLES	LIBRARY ASST-COMP EMPH	UNION 1199	01/08/2007	charles.bailey@cpl.org	216-288-1103	Harvard Lee	Requested to be removed from list
99741	MARKIC	MICHAEL	LIBRARY ASST-COMP EMPH	UNION 1199	03/19/2007	michael.markic@cpl.org	216-688-1234	Eastman	Requested to be removed from list
99751	BARNES	SHILPA	LIBRARY ASST-COMP EMPH	UNION 1199	04/02/2007	shilpa.barnes@cpl.org	216-224-7419	Jefferson	Requested to be removed from list
99774	SMITH	JUSTIN	LIBRARY ASST-COMP EMPH	UNION 1199	06/01/2007	justin.smith@cpl.org	216-571-9246	South Brooklyn	Requested to be removed from list
99082	MYHAND	YERRENCE	SUBJECT DEPARTMENT CLERK	UNION 1199	07/22/2007	tyreuce.myhand@cpl.org	216-458-6753	Shelby Division	Only available on Saturdays
99460	ODUM	JESSICA	BRANCH CLERK	UNION 1199	09/02/2007	jessica.odum@cpl.org	216-224-9689	Eastman	Full Time 4/5/15
99706	JOHNSON	MARCELE	LIBRARY ASST-COMP EMPH	UNION 1199	09/28/2007	marcele.johnson@cpl.org	216-224-9689	Eastman	Full Time 4/5/15
99342	WESTERBEKE	DOUGLAS	LIBRARY ASSISTANT (SUBJ DI	UNION 1199	09/30/2007	douglas.westerbeke@cpl.org	216-920-1109	Popular	Requested to be removed from list
99414	ALLEN	BIANCA	BRANCH CLERK	UNION 1199	01/06/2007	bianca.allen@cpl.org	216-864-4618	Rice	Requested to be removed from list
99822	DUNN-CHILDRESS	CASSANDRA	LIBRARY ASST-COMP EMPH	UNION 1199	03/09/2008	cassandra.dunn-childress@cpl.org	216-797-0780	Memorial-Nottingham	Requested to be removed from list
99897	PRATT	JADE	LIBRARY ASST-COMP EMPH	UNION 1199	07/21/2008	jade.pratt@cpl.org	216-404-8001	Rice	No longer employed at CPL 2/7/15
99267	BROZ	KATHY	LIBRARY ASST-COMP EMPH	UNION 1199	09/26/2010	kathy.broz@cpl.org	216-932-1403	Rice	Requested to be removed from list
99889	PETRUCZ	WILLIAM	LIBRARY ASST-COMP EMPH	UNION 1199	01/24/2010	william.petrucz@cpl.org	216-224-6424	Robertson	Requested to be removed from list
99681	WILLIAMS	ANTONIO	LIBRARY ASST-COMP EMPH	UNION 1199	01/02/2011	marryton@gmail.com	216-392-3753	Addison	Kid Care Volunteer
99823	HLAFKA	TRACI	LIBRARY ASST-COMP EMPH	UNION 1199	01/16/2011	traci.hlafka@cpl.org	216-337-3908	Waltz	Full Time 2/15/15
119	KOONCE	HEATHER	LIBRARY ASST-COMP EMPH	UNION 1199	01/24/2011	heather.koonce@cpl.org	216-534-0225	Waltz	Full Time 2/15/15
251	DAVIS	GYNTHIA	LIBRARY ASST-COMP EMPH	UNION 1199	09/24/2011	gynthia.davis@cpl.org	216-555-4266	Marlin Luther King	EMIA
350	ALHIBSHI-DEVORE	YEHIA	LIBRARY ASST-COMP EMPH	UNION 1199	05/22/2012	yehia.alhibshi-devore@cpl.org	216-577-1698	TechCentral	Full Time 2/2/15
99446	DAMERON	DENISE	LIBRARY ASSISTANT-YOUTH	UNION 1199	06/24/2012	denise.dameron@cpl.org			Retired
244	JEFFERSON	KIARA	LIBRARY ASST-COMP EMPH	UNION 1199	06/28/2012	kiara.jefferson@cpl.org	216-310-8183	Collinwood	Requested to be removed from list
277	ALEXANDER	AMBER	BRANCH CLERK	UNION 1199	07/01/2012	amber.alexander@cpl.org	216-333-9792	Memorial Nottingham	Full Time 1/25/15
206	CLARK	RONALD	LIBRARY ASST-COMP EMPH	UNION 1199	08/12/2012	ronald.clark@cpl.org	216-357-9111	Eastman	Full Time 3/8/15
362	MEGGITT	BRIAN	LIBRARY ASST-COMP EMPH	UNION 1199	08/12/2012	brian.meggitt@cpl.org	216-469-1180	Collinwood	Requested to be removed from list
425	FLOWERS	CURTIS	LIBRARY ASST-COMP EMPH	UNION 1199	10/09/2012	curtis.flowers@cpl.org	216-454-4500	TechCentral	Full Time 2/15/15
104	FULLMER	ARNA	LIBRARY ASST-COMP EMPH	UNION 1199	07/23/2012	arnafullmer@cpl.org	216-333-2066	Fleet	Requested to be removed from list
342	HAY	ZACHARY	LIBRARY ASST-COMP EMPH	UNION 1199	01/03/2012	zacharyhay@cpl.org	216-592-5638	Harvard Lee	Requested to be removed from list
438	HUGGINS	CRYSTAL	LIBRARY ASST-COMP EMPH	UNION 1199	11/19/2012	crystal.huggins@cpl.org	216-394-9972	East 131	Full Time 4/5/15
445	CROMPTON	EMILY	LIBRARY ASST-COMP EMPH	UNION 1199	07/05/2013	emily.crompton@cpl.org	216-224-9689	Game City West	Requested to be removed from list
2147	MONGAYO	JENNIFER	LIBRARY ASST-COMP EMPH	UNION 1199	02/03/2013	jennifermongayo@cpl.org	216-670-8719	Jefferson	Requested to be removed from list
2448	KOLONICK	SARAH	LIBRARY ASST-COMP EMPH	UNION 1199	02/03/2013	sarahkolonick@cpl.org	440-522-6254	Brooklyn	Requested to be removed from list
366	LYTLE	ALEA	LIBRARY ASST-COMP EMPH	UNION 1199	01/20/2013	alea.lytle@cpl.org	216-832-0963	Union	Requested to be removed from list
386	STORY	ALEXANDER	LIBRARY ASST-COMP EMPH	UNION 1199	01/20/2013	alexanderstory@cpl.org	216-322-0699	Addison	Requested to be removed from list
389	WILLIAMS-ISENG	DENISE	LIBRARY ASST-COMP EMPH	UNION 1199	04/08/2013	denise.williams-isinger@cpl.org	216-224-9689	TechCentral	Requested to be removed from list
461	JOHNSON	WHITNEY	LIBRARY ASST-COMP EMPH	UNION 1199	04/21/2013	whitney.johnson@cpl.org	216-925-3325	Woodland	Requested to be removed from list
474	MILAN	KATHERINE	LIBRARY ASST-COMP EMPH	UNION 1199	04/21/2013	katie.milan@cpl.org			No longer employed at CPL
455	LAUVER	JAMIE	LIBRARY ASST-COMP EMPH	UNION 1199	05/19/2013	jamie.lauver@cpl.org	440-590-5485	West Park	Requested to be removed from list
481	WILLIAMS	MAXINE	LIBRARY ASST-COMP EMPH	UNION 1199	06/07/2013	maxine.williams@cpl.org	216-224-9689	Stelina	Requested to be removed from list
495	ROZMAN	RAYMOND	LIBRARY ASST-COMP EMPH	UNION 1199	07/01/2013	raymond.rozman@cpl.org	216-224-9689	Brooklyn	Full Time 1/11/15
263	BOGDAN	DIANA	BRANCH CLERK	UNION 1199	07/17/2013	dianabogdan@cpl.org	216-224-9689	Robertson	Requested to be removed from list
507	FRANKLIN	BANNAHI	LIBRARY ASST-COMP EMPH	UNION 1199	07/17/2013	bannahi.franklin@cpl.org	216-701-8557	West Park	Requested to be removed from list
508	REDDICK	ASTLEY	LIBRARY ASST-COMP EMPH	UNION 1199	07/17/2013	astleyreddick@cpl.org	216-106-3452	Union	Requested to be removed from list
506	ARGANZA	JORGE	LIBRARY ASST-COMP EMPH	UNION 1199	07/17/2013	jorgearganza@cpl.org	201-928-9749	TechCentral	Requested to be removed from list
460	PROCTOR	KENDRA	LIBRARY ASST-COMP EMPH	UNION 1199	09/22/2013	kendra.proctor@cpl.org	513-255-4628	Union	Full Time 2/22/15
8929	RIVERA	JOANNA	LIBRARY ASST-COMP EMPH	UNION 1199	09/27/2013	joannarivera@cpl.org	216-224-9689	East 131	Requested to be removed from list
99711	BROWN	MARQUETTA	SUBJECT DEPARTMENT CLERK	UNION 1199	09/23/2013	marquetta.brown@cpl.org	216-623-2872	Lending	Full Time 3/22/15
572	BROWN	STACY	LIBRARY ASST-COMP EMPH	UNION 1199	01/05/2013	stacy.brown@cpl.org	216-587-1928	Millisassanet	Requested to be removed from list
223	JAMES	ERIC	MATERIALS PROCESSING TE	UNION 1199	11/17/2013	eric.james@cpl.org	440-561-9093	Materials Processing	No response
570	LEPKOWITZ	JOEL	LIBRARY ASST-COMP EMPH	UNION 1199	07/06/2014	joellepkowitz@cpl.org	216-669-1631	South	Requested to be removed from list
686	BALBOA	PAULO	LIBRARY ASST-COMP EMPH	UNION 1199	05/04/2014	paulobalboa@cpl.org	513-601-5578	Waltz	Requested to be removed from list
608	CAMPBELL	RAWAN	LIBRARY ASST-COMP EMPH	UNION 1199	05/18/2014	rawan.campbell@cpl.org	216-390-3883	Glenville	Requested to be removed from list
648	HUNTER	ARLIS	LIBRARY ASST-COMP EMPH	UNION 1199	05/18/2014	arlis.hunter@cpl.org	216-503-2090	Woodland	Requested to be removed from list
630	BIENBURG	GABRIEL	LIBRARY ASST-COMP EMPH	UNION 1199	05/18/2014	gabrielbienburg@cpl.org	216-128-8839	Hough	Requested to be removed from list
645	KATZIN	JEFFREY	LIBRARY ASST-COMP EMPH	UNION 1199	07/27/2014	jeffrey.katzin@cpl.org	216-224-9689	Game City West	Requested to be removed from list
674	MESENGER	GORINA	LIBRARY ASST-COMP EMPH	UNION 1199	09/03/2014	gorina.messenger@cpl.org	513-224-9504	Lansing Hughes	Requested to be removed from list
670	MANN	REBECCA	LIBRARY ASST-COMP EMPH	UNION 1199	09/07/2014	rebecca.mann@cpl.org	216-390-1415	Robertson	Requested to be removed from list
645	SANCHEZ	ISA	LIBRARY ASST-COMP EMPH	UNION 1199	09/07/2014	isa.sanchez@cpl.org	410-666-3057	Lorain	Kid Care Volunteer
712	CARRILLO	WALLACE	BRANCH CLERK	UNION 1199	09/21/2014	wallace.carrillo@cpl.org	216-315-4815	Mobile Services	Full Time 4/5/15
733	ROSTER	PRINCE	LIBRARY ASST-COMP EMPH	UNION 1199	11/16/2014	prince.roster@cpl.org	216-789-5643	McKean	Requested to be removed from list
757	GRAVINO	GIOVANNI	LIBRARY ASST-COMP EMPH	UNION 1199	11/17/2014	giovanni.gravino@cpl.org	216-224-9689	Stelina	Requested to be removed from list
654	HUNTER	KIMBERLY	LIBRARY ASST-COMP EMPH	UNION 1199	07/25/2015	kimberly.hunter@cpl.org	216-224-9689	Glenville	Requested to be removed from list
5876	JUNIOR	ALLISON	LIBRARY ASST-COMP EMPH	UNION 1199	07/27/2015	allison.junior@cpl.org	513-255-1036	Garden Valley	Requested to be removed from list
715	HAEVERMAN	MICHAEL	LIBRARY ASST-COMP EMPH	UNION 1199	07/27/2015	michael.haeverman@cpl.org	440-520-1713	McPlesant	Requested to be removed from list
659	McCORD	SONYA	LIBRARY ASST-COMP EMPH	UNION 1199	07/27/2015	sonya.mccord@cpl.org	216-574-7155	Brooklyn	Requested to be removed from list
660	JOHNSON	MARY	BRANCH CLERK	UNION 1199	07/29/2015	mary.johnson@cpl.org	216-876-8392	Memorial Nottingham	Requested to be removed from list

Agreed to work extra hours

Full Time/Requested to be removed from list

	Total		To pay in 2015		To pay in 2016		
	Hours	2015 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	\$290.07
Elder, Phillip	60	\$24.13	\$1,448.05	47	\$1,134.31	13	\$313.74
Foster, Prince	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Franklin, Hannah	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Fullmer, Anna	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Gravino, Giovanni	60	\$15.94	\$956.28	47	\$749.08	13	\$207.19
Hay, Zachary	60	\$22.31	\$1,338.77	47	\$1,048.70	13	\$290.07
Hunter, Arlist	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
Jefferson, Kiaira	60	\$22.31	\$1,338.78	47	\$1,048.71	13	\$290.07
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