CLEVELAND PUBLIC LIBRARY Minutes of the Special Board Meeting May 6, 2015

Trustees Room Louis Stokes Wing 12:00 Noon

Present: Ms. Butts, Mr. Seifullah, Ms. Rodriguez,

Mr. Hairston

Absent: Mr. Corrigan, Mr. Parker

Ms. Rodriguez called the Special Board Meeting to order at 12:08 p.m.

Mr. Hairston moved to adjourn into Executive Session to discuss pending litigation involving the Library. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

The Board adjourned into Executive Session at 12:10 p.m.

Ms. Butts moved to adjourn to the Special Board Meeting. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

The Regular Board Meeting resumed at 12:37 p.m.

Resolution to Approve Settlement with SEIU 1199

Ms. Rodriguez moved approval of the following resolution. Mr. Seifullah seconded the motion, which passed unanimously by roll call vote.

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

RESOLUTION TO APPROVE SETTLEMENT WITH SEIU 1199 Approved 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.

Director Thomas stated that the Mayor's Office has recommended to the Cleveland Municipal School District Board of Education that Alesha Washington be considered for appointment to an unexpired term on the Cleveland Public Library Board of Trustees. If approved at the CMSD Business Meeting on Tuesday, May 12, 2015, Ms. Washington will complete the balance of Mr. Werner's term effective immediately and ending July 2, 2021.

Ms. Washington currently serves as Senior Director of Government Advocacy at Greater Cleveland Partnership and has served as Senior Director of Advocacy, Policy & Research at Neighborhood Progress, Inc.

Director Thomas announced that Mr. Hairston, whose term expires July 2, 2015, will be recommended for reappointment to the Library Board of Trustees at the Cleveland Municipal School District Board of Education Meeting in June.

Ms. Rodriquez adjourned the Special Board Meeting at 12:45 p.m.

Maritza Rodriguez Alan Seifullah Secretary

President



Settlement Agreement

CPL/SEIU District 1199

In regard to the grie	evances concerning Part—Time Sub Hours	(11-2014 and 3-2015)							
filed on behalf of	(issue) SEIU 1199 Part-time Me <u>mbers</u>	on or about <u>Nov. 17, 2014 and</u>							
	, the Cleveland Public Library denies any liability								
However, the Cleve	eland Public Library ("the Library") and SEIU District 1	199, the Health Care and Social Service							
Union, Change to V	Nin Federation, ("the Union"), nonetheless, hereby ag	ree as follows:							
1. All PTR me	embers currently employed by CPL who are currently	on the Extra Hours list (42—See							
<u>Attachmen</u>	t) will be paid a total of sixty (60) hours, forty-seven (4	7) hours paid by June 1, 2015 and							
thirteen (13	3) hours paid by January 31, 2016 at her/his rate of pa	y as of the execution of the agreement.							
The specifi	The specific amount to be received by each CPL employee on the Extra Hours List has been calculated as the control of the cont								
by CPL, ap	proved by the Union, and is attached and incorporate	d into this Settlement Agreement.							
2. Any emplo	yee on the list that leaves the Library before either pa	yout date shall be paid the remaining							
balance of	the sixty (60) hours owed to that employee in her/his	separation check.							
3. The March	3. The March 2015 grievance over extra hours will be considered withdrawn by the Union as of the								
execution o	of this agreement.								
referenced grie	nd the Grievant hereby agree that this is a full and find evances; that the matters shall not be pursued to arbition from these grievances under the collective bargaining a	ration; and that there shall be no further							
	o this settlement agree that it shall not be precedent sin, except to enforce the terms of this agreement.	setting and that it shall not be used in any							
	ed settlement is final and cannot be altered in any way ution by the Library Board of Trustees which shall occu								
(Print Name Union Representa		Date							
(Print Name Grievant	e) (Signature)	Date							
(Print Name Library Representa		- Date							

CLEVE与 Not Public Library PT REG Employees - Additional Hours - Seniority List 2015

	Last Name	First Name	Job Class Desc	Group/BU De	Permanent Da		Phone	Branch	Note:
1222	MUDGETT-PRICE	SHEILA	LIBRARY ASST-COMP EMPH	UNION 1199		sheila.mudgett-price@cpl	216-403-0261	Walz	Requested to be removed
		# ISAIAH	LIBRARY ASST COMPEMPA			isaiah lewis@cpl.org	216-288-6140	Langston Hughes	2.50
.558	LYTLE	DINA	LIBRARY ASST-COMP EMPH			dina.lytle@cpl.org	216-651-9855, 2.	Lorain	Requested to be removed
9497	FONDON	PETER	LIBRARY ASSISTANT (SUB)	UNION 1199 I	01/24/2005	peter.london@cpl.org	:	Popular	Full Time 1/11/15
9524.		ROBERT	LIBRARY ASSISTANT HOME	UNIONITES	#05/16/2005	robert render@cpl.org	216-921-71417	Mobile Services	246558 2334F (6.3
9315	MARTINA	ANTOINETTE	LIBRARY ASST-COMP EMPH			alamar@cplorg	216-651-8637	Fulton	Requested to be removed
1576	ELDERG 32、美国公共	PHILIPPER	UBRARY ASST-COMPLEMEN			phillip elder@cplorg 334	440-285-7207	Construe of the second of Constitution	Requested to de removed
9458	PATMACTA	LINDSAY	BRANCH CLERK		241/20/200E	lindsay.palma@cpl.org.id			The state of the s
9636	PELTS	LEONARD	LIBRARY ASST-COMP EMPH					South Brooklyn	added 4/10/15
9553	WILLIAMSON	CHERYL	LIBRARY ASST-COMP EMPH			leonard.pelts@cpl.org	440-446-9652	Memorial-Nottingham	Requested to be removed
9585	CUNNINGHAM	CLAYTON				cheryl.williamson@cpl.org		South Brooklyn	Requested to be removed
9719324	BATCEYAL TEN		LIBRARY ASST-COMP EMPH			clayton.cunningham@cpl.		Glenville	Full Time 12/28/15
9741		CHARLEST	LIBRARY/ASSTSCOMPLEMEN			charles bailey@cpl.orgun	216-288-1103	Harvard Lee 3. 28	CHIEF LUI VICE
	MARKIC	MICHAEL	LIBRARY ASST-COMP EMPH	UNION 1199 F	03/19/2007	michael.markic@cpl.org	216-688-1234	Eastman	Requested to be removed
975166美	BARNESS	SHILASSES	LIBRARY/ASSTEGOMELEMPH	UNIONATES	104/02/2007	shila barnes@cplore a ce	216-224-74174	Jefferson and Land	505 S. H. G. 102
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	BROZ	JADE	LIBRARY ASST-COMP EMPH		07/21/2008	ade.pratt@cpl.org	216-404-8001	Rice	No longer employed at CPI
		KATHY	LIBRARY ASST-COMP EMPH	UNION 1199 F	09/26/2010	kathy,broz@cpl.org		Rice	Requested to be removed
	PETRUCZ	WILLIAMIER	LIBRARY/ASST-COMPLEMENT	UNIONITION	10/24/2010	william.petrucz@cpl.orgie	216-273-6482-6	flockports and an inch	Kids Cafe trained 27.5
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			BRANCH CLERK	OUTOWATER	#06/28/2012 I	(lairagetterson@cpl;org#g		Collinwoods	
				UNION 1199 F				Memorial Nottingham	Full Time 1/25/15
		-		UNION 1199 F			216-357-9111	Eastman	Full Time 3/8/15
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	OHNSON V ALLAN R ALVER V ALLAN R ALVER R OZMAN R GODAN U EDDIGK R REARYA R ROCTOR X REARYA R ROCTOR X R ROWN M R R ROWN M R R R R R R R R R R R R R R R R R R R	MHITNEY L AATHERINE L AMIE L A	BRARY ASST-COMP EMPH L	INDIVIDUAL SERVICE SER	04/21/2013 w 04/21/2013 k 04/21/2013 k 05/19/2013 ja 05/19/2013 ja 05/19/2013 ja 07/01/2013 r 07/01/2013 r 07/01/2013 R 09/22/2013 k 09/22/2013 k 09/22/2013 g 09/22/2013 g 09/22/2013 g 05/05/2013 g	enise-willamistisen @cri- white-y-Johnson @cpl.org atle.mllam@cpl.org mile.lauver@cpl.org willamise-cplorg aymond.rozman @cpl.org aymond.rozman @cpl.org ambabasan@cpl.org ambabasan@cpl.org ambabasan@cpl.org ambabasan@cpl.org ambabasan@cpl.org ambabasan@cpl.org ambabasan@cpl.org anguetta.brown@cpl.org anguetta.brown@cpl.	165214059721 16-925-3325 40-590-5486 162/19-50772 5 162/19-50772 5 162/19-50772 163/19-5072 163/19-5	Vocation of the control of the contr	No longer employed at CPI. Requested to be removed if Authority (1/11/15) Idds (1
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MACA CASE CASE CASE CASE CASE CASE CASE C	OHNSON V AILAN R ALVER VILLAMS N VIL	MHITNEY LATHERINE LAMIE AMIE AMIE AMIE AMIE AMIE AMIE AMIE	BRARY ASST-COMP EMPH L	MINION 1199 F M MINION 1199 F M M M M M M M M M M M M M M M M M M M	04/21/2013 w 04/21/2013 b 04/21/2013 b 05/19/2013 j 05/19/2013 j 05/07/2013 j 05/19/2013 j 05/19/2014 wa 05/19/2014 j 05/19/2014 j	entse willamstitiene @cr whitere Johnson @cpl.org atle.mllam@cpl.org mile.lauver@cpl.org willams cpl.org symond.rozaman @cpl.org symond.rozaman @cpl.o	165214659721 16-925-3325 140-590-5486 140-219-50172 16-925-3325 140-590-5486 140-219-50172 15-92-92-93 13-25-3-4628 140-590-93-93 140-590-93 140-590-93 140-590-93 140-590-93 140-590-93 140-590-93 14	According to the control of the cont	No longer employed at CPI. Requested to be removed if Will Time 1/11/15 did: Calc. Trained All Time 2/22/15 All Time 2/22/15 Or response
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	OHNSON VALUE OF THE PROPERTY O	WHITNEY AATHERINE L AATHERINE	BRARY ASST-COMP EMPH LIBRARY ASST-COMP EMPH L	MINION 1199 I MINION 1299 I MI	04/21/2013 w 04/21/2013 is 05/15/2013 is	enise violanis (tiene est printer) de la milan@epl.org atle.milan@epl.org atle.milan@epl.	16521405872 1 16-925-3325	Account of the control of the contro	No longer employed at CPL Requested to be removed in the second of the s

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	6	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		50	\$16.34	\$980.14	47	\$767.78		13	\$212.36
Brown, Stacy	6	60	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Campbell, Tawana	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Carrillo, Wallace	6	50	\$14.95	\$897.07	47	\$702.70		13	\$194.36
Crompton, Emily	6	60	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Davis, Cynthia	6	50	\$22.31	\$1,338.77	47	\$1,048.70		13	\$290.07
Dunn-Childress, Cassandra	6	60	\$22.31	\$1,338.76	47	\$1,048.70		13	\$290.07
Elder, Phillip	6	50	\$24.13	\$1,448.05	47	\$1,134.31		13	\$313.74
Foster, Prince		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Franklin, Hannah	ϵ	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Fullmer, Anna	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Gravino, Giovanni	6	50	\$15.94	\$956.28	47	\$749.08		13	\$207.19
Hay, Zachary	6	50	\$22.31	\$1,338.77	47	\$1,048.70		13	\$290.07
Hunter, Arlist	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Jefferson, Kiaira	e	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Johnson, Marcie		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Katzin, Jeffrey		50	\$22.31	\$1,338.77	47	\$1,048.71		13	\$290.07
Kolonick, Sarah		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Lefkowitz, Joel		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Lewis, Issiah		50	\$26.10	\$1,566.18	47	\$1,226.84		13	\$339.34
Lytle, Alea		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Mann, B		50 50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Messenger, Corina									
Moncayo, Jennifer		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Myhand, Terrence		50	\$15.97	\$957.97	47	\$750.41		13	\$207.56
Palma, Lindsay		50	\$17.67	\$1,060.12	47	\$830.42		13	\$229.69
Petrucz, William		50	\$22.31	\$1,338.77	47	\$1,048.71		13	\$290.07
Piepenburg, Carlos		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Reddick, Ashley		50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Render, Robert		50	\$24.13	\$1,448.03	47	\$1,134.29		13	\$313.74
Rivera, Joanna	€	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Sanchez, Lisa	ε	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Smith, Justin	€	50	\$23.21	\$1,392.34	47	\$1,090.67		13	\$301.67
Story, Alexander	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Williams, Antonio	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Williams, Maxine	6	50	\$22.31	\$1,338.78	47	\$1,048.71		13	\$290.07
Williams-Riseng, Denise	6	50	\$26.10	\$1,566.18	47	\$1,226.84		13	\$339.34
<u> </u>				\$54,900.95		\$43,005.74			11,895.21
	Opers			7686.13		6020.8			1665.33
	Medicare	9		796.06		623.58			172.48
	Grand to			63383.15		49650.13			13733.01