

Labor Relations Manager's Report for  
Local 60 Professional Librarians, AFSCME, AFL-CIO

Summary of major changes from the 2006-2007 agreement to the 2008-2009 agreement:

1. WAGES

- a. 3.0% increase effective the pay period that includes January 1, 2008. Cost: \$57,723. With benefits not including health, \$69,268.
  - b. 2.0% increase effective the pay period that includes January 1, 2009. 1.0% increase effective in the pay period that includes July 1, 2009. Cost: \$49,744. With benefits not including health, \$59,692.
2. 105% of the lowest cost health plan paid by the City to maintain status quo. 2008 Cost: \$20,506. 2009 Cost: \$ Unknown.
  3. Starting in 2009, Sick Leave benefit adjustment causing employees to cash out 50% of their accrued sick leave each year after accruing over 150 days of sick leave with no cap on total sick leave accrual. No anticipated cost.
  4. Change to voluntary transfer language allows Library to consider skills and experience outside of Library to be considered. No anticipated cost.
  5. Change to voluntary transfer language gives transferred employees a 6 month evaluation period. No anticipated cost.
  6. Employees hired after November 1, will be allowed to carryover unused floating holidays in first year of permanent employment. No anticipated cost.
  7. Death in the Immediate Family language changed to allow time off for the death of the friend to be charged at the discretion of the employee rather than management. No anticipated cost.
  8. Adjustments to Sunday Hours language in contract to coincide with MOU. No anticipated cost.
  9. Include MOU regarding Constructive Action Contracts. No anticipated cost.
  10. Include MOU regarding Post-Retirement Sick Leave Conversion Medical Reimbursement Plan or the City's Governmental 401(a) Special Pay Plan. No anticipated cost.
  11. Attach MOU regarding Bus Pass. No anticipated cost.
  12. Attach MOU regarding Security improvements. 2008 Cost: \$7,090 Cost: \$6,296.
  13. Attach MOU regarding Sunday Hours. No anticipated cost.