

LABOR RELATIONS MANAGER'S REPORT
FOR
LIBRARIAN PROFESSIONALS UNIT

Summary of Major Changes
for
A 2006-2007 Collective Bargaining Agreement

1. Wages
 - a. 2.0% increase effective the pay period that includes January 1, 2006.
 - b. 1.0% increase effective the pay period that includes July 1, 2006. Total cost for 2006: \$19,858.
 - c. 2.5% increase effective the pay period that includes January 1, 2007.
 - d. 0.5% increase effective the pay period that includes July 1, 2007. Total cost for 2007: \$22,465.
2. Increased the City's contribution toward employee health and hospital coverage maintaining the status quo. Cost: 2006 - \$30,813; 2007 - \$2,718.
3. Effective January 1, 2007, allow retiring employees to receive the value of one hundred percent (100%) of their accumulated sick leave not to exceed 163 days. Cost: 2007-\$minimal.
4. Increased the number of floating holidays from three (3) to three and one-half (3 ½) in exchange for deleting Good Friday as one-half day of paid leave. Cost: 2006 - \$0; 2007 - \$0.
5. Agreed to have the City reimburse tuition costs towards a Master's Degree in Library or Information Science. Reimbursements will be limited to 1.5 credits per semester, with a maximum of three (3) credits per year. The per credit cost is limited to that which is charged by the UWSIS. Cost: 2006 - \$1,300; 2007 - \$2,600.
6. Agreed to move the subject of Sunday Hours to committees that will meet for discussion, evaluation and development of a policy. If no agreement is reached by April 2, 2007, the issue will be referred for interest arbitration. Cost: 2006 - \$unknown; 2007 - \$unknown.
7. Agreed to update the Memorandum of Understanding for Bus Passes. Cost: 2006 - \$0; 2007 - \$0.
8. Agreed to the Memorandum of Understanding regarding the sick leave payout. Cost: 2006 - \$0; 2007 - \$0.
9. Agreed to revised language regarding quarterly recertification for benefits when an employee changes their position certification during the current quarter. Cost: 2006 - \$minimal; 2007 - Minimal.
10. Instituted a Memoranda of Understanding whereby employees who are displaced will be able to displace the most junior employee in any job classification equal to or lower in pay grade which would minimize (or eliminate) the reduction in hours caused by the initial displacement. Cost: 2006 - \$0; 2007 - \$0.