

**The Grosse Pointe Public Library
Minutes of a Regular Meeting of the Board of Trustees
December 21, 2017**

There was a planned meeting of the Grosse Pointe Public Library Board of Trustees at the Central Library, 10 Kercheval Ave., Grosse Pointe Farms, Michigan on December 21, 2017. The meeting was called to order at 6:30 P.M. by Elizabeth Vogel, President. Present were Trustees Elizabeth Vogel, Sandy MacMechan, Paul Rentenbach, Robert Klacza, and George Lapastora. Gregory Ulrich and Kim Valice were absent with notice. Jessica Keyser, Library Director, was present.

Approval of Agenda

Robert Klacza moved to approve the agenda as amended and George Lapastora supported. The motion was approved by a vote of 5-0.

Approval of the November 16, 2017 Regular Board Meeting Minutes

Sandy MacMechan made a motion to approve the November 16, 2017 Regular Board Meeting Minutes as amended and Robert Klacza supported. The motion was approved by a vote of 5-0.

Director's Report

Library Director Jessica Keyser reminded the board and audience the Library is continuing to collect non-perishable items for Gleaner's Food Bank and mittens and gloves for Mittens for Detroit. Keyser stated the contractor approved to convert the phone system to VOIP ran into problems with the infrastructure, leaving the Library no choice but to extend the current contract with AT&T for twenty-four months, from July 1, 2017-June 30, 2019. Keyser stated the Library will be positioned to make the conversion in 2019. MacMechan inquired about the AED machines donated to the Library from Saint John's Hospital. Keyser responded that a date for delivery of the devices has not yet been determined, but she will keep the board informed.

Action Items

Approval of Monthly Check Register. The Director reviewed the check register. Paul Rentenbach moved to approve the monthly check register and Sandy MacMechan supported. The motion was approved by a vote of 5-0.

Request to reschedule January Board Meeting. Trustee Kim Valice requested the January board meeting be rescheduled from January 25th to January 18th to accommodate a winter holiday. President Vogel surveyed the board to ask if any trustees present would be unavailable to meet on January 18th. The consensus was the trustees, who were present, would be able to attend on January 18th. Robert Klacza moved to reschedule the next regular meeting of the board to January 18, 2017 at 6:30 PM. George Lapastora supported the motion. The motion was approved by 5-0.

Authorization of the President and Director to Sign a Collective Bargaining Agreement. President Vogel stated the Board made an offer to Michigan Education Alliance (MEA) Librarians and Support Staff Associations on December 12, 2017 that includes Messa health insurance, a 2.5% wage increase upon ratification of the contract, a 2.0% increase on July 1, 2018, and

employer-paid short term disability insurance. She would like the authority to pre-ratify a contract that includes those terms, if either or both associations accept them. Moved by Elizabeth Vogel, seconded by Sandy MacMechan: to authorize Board President and Library Director to sign a collective bargaining agreement with either or both of the Library's bargaining units as detailed in the last written offer made by the Library on December 5, 2017 (including the two health insurance plans demanded by MEA, a 2.5% wage increase effective upon ratification and a 2.0% wage increase effective July 1, 2018) provided that offer is accepted by the bargaining unit(s). The motion was approved by a vote of 5-0.

Information and Discussion

Finance Report: Library Director, Jessica Keyser, presented the financial statements to the Board for discussion. The November credit card statement is included.

Friends of the Library Report

Joanne Dennis wished everyone very Happy Holidays!

Grosse Pointe Library Foundation Report

Paul Rentenbach reported the Foundation's Finance Committee has been interviewing potential financial advisors.

Old Business

None.

New Business

None.

Public Comments

Suzanne Ross of 16919 St Paul Street of Grosse Pointe asked for clarification of the action item regarding the contract negotiations. She wanted to clarify that the vote was to approve the offer from the board, not the counter-proposal from the associations.

Tammy Ivers of the Grosse Pointe Public Library support staff stated she was disappointed the negotiations are stalled again. The employees want to see the short term disability policy in writing. The out-of-pocket increase in the health insurance premium she's had to pay has been a big hit she cannot afford. She's still doing her job and happy to be here every day. The anxiety levels of the employees are getting higher and higher, and it's unacceptable.

An unidentified woman interrupted and asked the board if they would show the public respect by responding to their comments. President Vogel informed her that this portion of the meeting is for the public to comment, and it is against procedure for trustees to respond.

Geraldine Spezia of 280 Moran, Grosse Pointe Farms said she has worked in the healthcare field for many years, and she's never had to sign up for benefits without seeing all of the terms first.

Owen Clexton of 1016 Lakepointe in Grosse Pointe Park said he took a class in high school last year about life skills, and something he learned was to never sign a contract without reading it first.

Tom Scott of 1235 Oxford in Grosse Pointe Woods stated the Board should all be disappointed with themselves. They could have used the money they've spent on legal fees to

give every union member a bonus. He feels the trustees should be attending every negotiation meeting.

Comments by Trustees

Paul Rentenbach noted the proposal that was pre-ratified by the board tonight includes an outline and summary of benefits for the short-term disability plan proposed by the Library.

Enter Closed Session to Discuss Labor Negotiations

Elizabeth Vogel moved to enter closed session to discuss labor negotiations and Robert Klacza supported. The motion passed by a vote of 5-0.

Adjourn Closed Session and Return to Public Meeting

Paul Rentenbach moved to exit closed session and Elizabeth Vogel supported. The motion passed by a vote of 5-0.

Announcements of Future Meetings of the Board

Elizabeth Vogel announced the next regular meeting of the Board will be held on Thursday, January 18, 2018 at the Central Library at 6:30 P.M.

Upon motion made and seconded, the meeting was adjourned at 8:15 P.M.

Respectfully submitted,

Sandy MacMechan

GROSSE POINTE LIBRARY'S PROPOSAL
TO LIBRARIANS: December 12, 2017 - 6:30 p.m.
(ON THE RECORD)

The terms of the 2011-2013 collective bargaining agreement shall remain unchanged, except as modified by this proposal. Underlining indicates new contract language.

1. Duration: 7/1/17 - 12/31/18.
2. Wages:

APPENDIX A
COMPENSATION AND CLASSIFICATIONS

* * *

B. The wage schedule for employees in the Librarian I classification ~~who were hired after July 1, 1994~~, shall be as follows:

	10-44
Step 1	\$43,722
Step 2	\$45,908
Step 3	\$48,094
Step 4	\$50,280
Step 5	\$53,559
Step 6	\$56,838

~~The salary schedules for the 2011-2012 and 2012-2013 fiscal years will be the 2010-2011 salary schedule. Employees who are not at Step 6 shall be frozen at their present step through June 29, 2013. Effective June 30, 2013, those employees who were frozen shall be given credit (without retroactive pay) for the time worked and shall be adjusted to the higher Step(s).~~

~~The base salary for employees in the Librarian I classification who were hired before July 1, 1994 and do not elect or who are not eligible to take a "retire/rehire" option shall receive a 1% increase to their base pay, effective July 1, 2008 and another 1% increase effective July 1, 2009 and remain at that July 1, 2009 base pay through June 30, 2011. Employees in the Librarian I classification who were hired before July 1, 1994, and are not eligible to take a "retire/rehire" option, shall be incorporated into the schedule above at Step 6 on July 1, 2011, assuming that step is higher than those employees' July 1, 2009 base pay.~~

Step	2017-18	July 1, 2018
	2.5% Increase	2.0% increase
	on all steps *	on all steps
Step 1	\$48,260	\$49,225
Step 2	\$50,674	\$51,687
Step 3	\$53,086	\$54,148
Step 4	\$55,500	\$56,610
Step 5	\$59,120	\$60,302
Step 6	\$62,739	\$63,994

*Effective upon ratification

C. A Librarian shall move through the compensation levels on an annual basis as of her/his respective anniversary date of hire.

3. Health Insurance:

APPENDIX B INSURANCE AND PENSION BENEFITS

INSURANCE

Section A: ~~Effective January 1, 2018 or as soon thereafter as practicable, the~~ The Board will provide the following insurance benefits to Librarians for each year of this Agreement (~~insurance benefits offered prior to that date shall be as provided in the parties' 2011-2013 collective bargaining agreement, as amended~~).

1. ~~The Union shall designate one non-HMO plan and one HMO plan to be offered to employees. Effective July 1, 2011, MESSA Choices II with Saver Rx and \$10 office rider and Blue Care Network HMO Plan BCN 5 shall be provided. The Union shall notify the Library regarding any other changes to the health insurance plan. MESSA ABC Plan 1 — \$1,350/\$2,700 deductible and ABC Rx prescription coverage or MESSA Choices 500/1000 with Saver Rx and 10% co-insurance. There shall be no automatic increase in the Employer's contribution to the employee's HSA, if the deductible is increased.~~
2. All benefits, conditions and requirements shall be as set forth in the policy of insurance and as interpreted by the particular carrier.

3. The dental benefits provided by the Board under ~~MESSA~~ under this Agreement shall be a comprehensive dental plan with the following characteristics:

- ~~No annual deductibles.~~
 - ~~Preventive care at 100% of reasonable and customary.~~
 - ~~Basic care at 75% of reasonable and customary.~~
 - ~~Major care at 50% of reasonable and customary.~~
 - ~~Orthodontic care at 50% of reasonable and customary.~~
 - ~~Maximum dental benefit of One Thousand Dollars (\$1,000) per covered person each year.~~
 - ~~Maximum orthodontic benefit of Eight Hundred Dollars (\$800) per covered child under age 19 lifetime.~~
- a. ~~100/75/50 \$1,000 annual maximum~~
 - b. ~~50: \$800 lifetime maximum~~
 - c. ~~Two cleanings per year~~
 - d. ~~No adult orthodontic~~

3. All benefits, conditions and requirements shall be as set forth in the Policy of Insurance and as interpreted by the particular carrier.

Section B:

1. The vision coverage to be provided by the Board under this Agreement shall be ~~VSP-3 coverage through MESSA~~, a comprehensive vision benefit with the following characteristics:

~~No co-payments.~~
~~Covers exams, lenses and frames once every twelve (12) months.~~
~~Examinations covered at 100% of reasonable and customary.~~
~~Lenses covered at 100% of reasonable and customary.~~
~~Frames covered at 100% of reasonable and customary.~~

2. All benefits, conditions and requirements shall be as set forth in the policy of insurance and as interpreted by the particular carrier.

3. Insurance benefits for part-time employees hired on or before January 1, 2005, and part-time employees hired after January 1, 2005 who are regularly

scheduled to work at least twenty (20) hours per week and who are members of the Association will be provided on a prorated basis. The pro-ration shall be the fraction that the Librarian's regularly scheduled hours of work per week bears to forty (40) hours. The balance of the insurance premium shall be paid by the Librarian through payroll deduction. Insurance benefits shall not be provided to part-time employees hired after January 1, 2005 who are regularly scheduled to work less than twenty (20) hours per week.

Section C:

~~All full time employees, part time employees hired on or before January 1, 2005, and part time employees hired after January 1, 2005 who are regularly scheduled to work at least twenty (20) hours per week shall be eligible for a cafeteria plan in that they may elect the non HMO Plan, the HMO Plan or cash in lieu of coverage. Delta Dental and VSP 3 vision coverage (as set forth in Sections B and C above) will be included in the cafeteria plan.~~

~~The following are the stipend levels for purchase of cafeteria coverage for full time employees. Part time employees will receive a pro-rated stipend according to the formulas described in this Section.~~

~~Effective ----- July 1, 2010 ----- \$16,650~~

~~The annual amount of \$16,650 will remain the same for the 2011-2012 and 2012-2013 fiscal years.~~

~~In place of the cafeteria plan an~~ An annual stipend for full time employees who have chosen or who choose to waive the health insurance described in Section A is \$5,500 (effective January 1, 2018, \$3,000) and is proportionate based on hours worked for part-time employees hired on or before January 1, 2005 or part-time employees hired after January 1, 2005 who are regularly scheduled to work at least twenty (20) hours per week. ~~No cafeteria plan or~~ annual stipend for waiving health insurance ~~should~~ shall be paid for part-time employees hired after January 1, 2005 that are regularly scheduled to work less than twenty (20) hours per week because those employees shall not be eligible for benefits. ~~Unless insurance carrier policies prohibit, employees who waive health insurance may elect to purchase vision and dental insurance out of the stipend (or pro-rated amount for part time employees) or may also waive coverage in dental and/or vision insurance.~~

~~Effective July 1, 2011, employees who have health insurance provided by a previous employer are not eligible for the cafeteria plan, but are eligible for the annual stipend.~~

~~The Library agrees to meet with the Union and consider alternative levels of coverage or carriers for health insurance if future increases in cost exceed the present ratio of employee contribution for full family coverage. Nothing in this paragraph shall be construed as a duty to bargain, by either party, over the amount of the cafeteria plan paid by the Library during the term of the contract.~~

~~In the event that a national or state mandated health insurance plan is adopted that covers bargaining unit members during the life of the 2011-2013 contract, the parties agree that they shall meet to discuss the effect on working conditions of any such program.~~

~~Eligible employees who elect to waive the health insurance described in Section A shall receive the dental, vision, long term disability and life insurance in Sections A, B, and D and Paragraph 53.~~

Section D:

(1) The Board will pay 100% of the cost of a Group Life and Accidental Death and Dismemberment (AD&D) insurance policy ~~through MESSA~~ on the life of each eligible full-time Librarian, part-time employees hired on or before January 1, 2005 and part-time employees hired after January 1, 2005 who are regularly scheduled to work at least twenty (20) hours per week, in the amount of \$60,000.

4. Early retirement: The Library proposes a voluntary early retirement incentive based on the following parameters (agreed in concept if total package is mutually acceptable):
 - a) Age 60+ with 10+ years of service;
 - b) Sixty (60) calendar day window to decide whether to retire; window would start on the first day of the first full calendar month after ratification; retirement would be effective at the end of the window;
 - c) Three (3) months base salary would be paid to the retiree in the same increments as biweekly pay;
 - d) Employee/retiree would acknowledge he/she would not be eligible for unemployment insurance benefits;
 - e) Employee/retiree would sign an irrevocable letter of retirement;
 - f) Employee/retiree would sign a severance agreement releasing the Library, MEA and their related officials from any liability.

5. Parenting leave (agreed in concept if total package is mutually acceptable): Accept Union's proposal to delete all of Paragraph 61. Add the following language:

~~Male and female employees, upon prior written request to the Director, shall receive ten (10) paid work days as parenting leave to attend to a newborn or newly adopted child. This parenting leave is be in addition to any sick leave, vacation, personal leave days or unpaid leave that the employee is eligible to receive. The two week parenting leave shall run concurrent with FMLA leave.~~

6. Reorganization: The Library gives notice to the Union that upon appointment of the Branch Managers, it will no longer assign a Librarian to be Branch Coordinator.
7. Unit Sick Leave Bank/Short-term Disability: All of the language regarding Unit Sick Bank shall be deleted (Paragraphs 42 through 46, inclusive) and replaced with the following:

ARTICLE _____
SHORT TERM DISABILITY

~~^ . Effective March 1, 2018, the Unit Sick Bank shall be discontinued and replaced with a short term disability plan (Appendix B, Section E). In recognition of the discontinuation of the Unit Sick Bank, the remaining hours in the Unit Sick Bank as of the close of the work day on February 28, 2018, shall be credited back, on a one time basis, to then current bargaining unit members' sick leave banks. The Union shall advise the Library Director by March 30, 2018, of the distribution of these remaining hours in the Unit Sick Bank to specific bargaining unit members' sick leave banks, however, that distribution shall not exceed the final balance of the Unit Sick Bank as of the close of business on February 28,~~

~~2018. For example, if the Unit Sick Bank is one hundred (100) hours as of the close of the work day on February 28, 2018, a total of one hundred (100) hours shall be credited back to current bargaining unit members' sick leave banks.~~

~~^ _____. An employee shall continue to accrue sick leave and vacation time while on short term disability.~~

~~^ _____. An employee's seniority shall continue to accrue while on short term disability leave.~~

~~^ _____. An employee on short term disability leave shall continue to receive all fringe benefits under this Agreement which were in effect at the start of the leave.~~

~~^ _____. An employee may supplement income from short term disability with a pro-rated portion of sick leave, vacation or personal leave days, so that she receives her regular base pay.~~

~~^ _____. A short term disability leave shall be considered to be taken concurrent with Family and Medical Leave Act time, if that period qualifies as FMLA leave.~~

~~The April 24, 2012 Letter of Understanding with the Support Staff shall also be applicable to the Librarians' Bargaining Unit.~~

APPENDIX B INSURANCE AND PENSION BENEFITS

Section E:

~~Effective March 1, 2018, the Board will pay 100% of the cost of a Short term Disability Policy through Principal Financial Group for each full time Librarian, part time employee hired on or before January 1, 2005 and part time employees hired after January 1, 2005 who are regularly scheduled to work at least twenty (20) hours per week. The Short Term Disability Benefit shall provide 60% of base pay beginning on the first (1st) day for disability due to illness and the eighth (8th) due to sickness.~~

~~All benefits, conditions and requirements shall be as set forth in the Policy of Insurance and as interpreted by the particular carrier. A copy of the Policy shall be provided to the Union.~~

8. Sunday Work Assignments (agreed in concept if total package is mutually acceptable):
The subject of staffing Sundays shall be a subject to be discussed by the Library Director with the Association President at their quarterly meetings described in Article II, Section 4.
9. Sick leave/New Hires: Amend Paragraph 39 as follows:

(39) Each Librarian shall receive twelve (12) days of sick leave allowance per fiscal year. A Librarian in her/his first year of employment shall ~~receive accrue~~ these days at the rate of one (1) day of sick leave for each month in which the Librarian worked a majority of the scheduled work days, ~~and shall be eligible to use accrued sick days.~~ Unused full-time sick days shall accumulate to a maximum of sixty (60) days ~~(effective January 1, 2018, ninety (90) days).~~
10. All prior tentative agreements, including the tentative agreement of June 12, 2017 for ^ 38 (changing reference "disability days" to "personal leave days") and ^ 52(C) (seniority while on long-term disability).
11. Termination of Benefits (agreed in concept if total package is mutually acceptable):
Amend Paragraph 49(B) as proposed by the Library on 11/21/17.

GROSSE POINTE LIBRARY'S PROPOSAL
 TO SUPPORT STAFF: December 12, 2017 - 6:30 p.m.
 (ON THE RECORD)

The terms of the 2011-2013 collective bargaining agreement shall remain unchanged, except as modified by this proposal. Underlining indicates new contract language.

1. Duration: 7/1/17 - 12/31/18.
2. Wages:

~~APPENDIX A~~

COMPENSATION AND CLASSIFICATIONS

* * *

~~Section B~~

The wage schedule for employees in the Clerk and Maintenance classifications shall be as follows:

	1011
Step 1	\$27,326
Step 2	\$28,414
Step 3	\$29,502
Step 4	\$31,146
Step 5	\$32,791
Step 6	\$35,206

~~The salary schedules for the 2011-2012 and 2012-2013 fiscal years will be the 2010-2011 salary schedule. Employees who are not at Step 6 shall be frozen at their present step through June 29, 2013. Effective June 30, 2013, those employees who were frozen shall be given credit (without retroactive pay) for the time worked and shall be adjusted to the higher Step(s).~~

Step	2017-18	July 1, 2018
	2.5% Increase	2.0% increase
	on all steps *	on all steps
Step 1	\$30,163	\$30,766
Step 2	\$31,363	\$31,990
Step 3	\$32,565	\$33,216
Step 4	\$34,380	\$35,068
Step 5	\$36,195	\$36,919
Step 6	\$38,861	\$39,638

*Effective upon ratification

~~Section C~~

An employee shall move through the compensation levels on an annual basis as of her/his respective anniversary date of hire.

...

3. Health Insurance:

APPENDIX B
INSURANCE AND PENSION BENEFITS INSURANCE

Section A: ~~Effective January 1, 2018 or as soon thereafter as practicable, the~~ The Board will provide the following insurance benefits to Employees for each year of this Agreement (~~insurance benefits offered prior to that date shall be as provided in the parties' 2011-2013 collective bargaining agreement, as amended~~).

1. ~~The Union shall designate one non-HMO plan and one HMO plan to be offered to employees. — Effective July 1, 2011, MESSA Choices II with Saver Rx and \$10 office rider and Blue Care Network HMO Plan BCN 5 shall be provided. The Union shall notify the Library regarding any other changes to the health insurance plan. MESSA ABC Plan 1 — \$1,350/\$2,700 deductible and ABC Rx prescription coverage or MESSA Choices 500/1000 with Saver Rx and 10% co insurance. There shall be no automatic increase in the Employer's contribution to the employee's HSA, if the deductible is increased.~~
2. All benefits, conditions and requirements shall be as set forth in the policy of insurance and as interpreted by the particular carrier.
3. The dental benefits provided by the Board ~~through MESSA~~ under this Agreement shall be a comprehensive dental plan with the following characteristics:
 - ~~No annual deductibles.~~
 - ~~Preventive care at 100% of reasonable and customary.~~
 - ~~Basic care at 75% of reasonable and customary.~~
 - ~~Major care at 50% of reasonable and customary.~~

~~Orthodontic care at 50% of reasonable and customary.~~

~~Maximum dental benefit of One Thousand Dollars (\$1,000) per covered person each year.~~

~~Maximum orthodontic benefit of Eight Hundred Dollars (\$800) per covered child under age 19 — lifetime.~~

- a. ~~100/75/50 — \$1,000 annual maximum~~
 - b. ~~50: \$800 lifetime maximum~~
 - c. ~~Two cleanings per year~~
 - d. ~~No adult orthodontic~~
4. All benefits, conditions and requirements shall be as set forth in the Policy of Insurance and as interpreted by the particular carrier.

Section B:

1. The vision coverage to be provided by the Board under this Agreement shall be ~~VSP 3 coverage through MESSA~~, a comprehensive vision benefit with the following characteristics:
- ~~-----No co-payments.~~
 - ~~Covers exams, lenses and frames once every twelve (12) months.~~
 - ~~-----Examinations covered at 100% of reasonable and customary.~~
 - ~~-----Lenses covered at 100% of reasonable and customary.~~
 - ~~-----Frames covered at 100% of reasonable and customary.~~
2. All benefits, conditions and requirements shall be as set forth in the policy of insurance and as interpreted by the particular carrier.
3. Insurance benefits for part-time employees who are members of the Association will be provided on a pro-rata basis. The pro-rated amount shall be the fraction that the Employees' regularly schedule hours of work per week bears to forty (40) hours. The balance of the insurance premium shall be paid by the employee through payroll deduction.

Section C:

- (4) ~~All employees shall be eligible for a cafeteria plan in that they may elect the non HMO Plan, the HMO Plan or cash in~~

~~lieu of coverage. Delta Dental and VSP3 vision coverage (as set forth in Sections A and B above) will be included in the cafeteria plan.~~

~~The following are the stipend levels for purchase of cafeteria coverage for full time employees. Part time employees will receive a pro-rated stipend according to the formulas described in sub-section (2) of this Section.~~

~~Effective _____ July 1, 2010 _____ \$16,650~~

~~The annual amount of \$16,650 will remain the same for the 2011-2012 and 2012-2013 fiscal years.~~

- (2) (1) ~~In place of the cafeteria plan an~~ An annual stipend for employees who have chosen or who choose to waive the health insurance is \$5,500 ~~(effective January 1, 2018, \$3,000)~~ and is proportionate based on hours worked for part-time employees. ~~Unless insurance carrier policies prohibit, employees who waive health insurance may elect to purchase vision and dental insurance out of the stipend (or pro-rated amount for part time employees) or may also waive coverage in dental and/or vision insurance.~~

~~Effective July 1, 2011, employees who have health insurance provided by a previous employer are not eligible for the cafeteria plan, but are eligible for the annual stipend.~~

- (3) ~~The Library agrees to meet with the Union and consider alternative levels of coverage or carriers for health insurance if future increases in cost exceed the present ratio of employee contribution for full family coverage. Nothing in this paragraph shall be construed as a duty to bargain, by either party over the amount of the cafeteria plan paid by the Library during the term of the contract.~~

~~In the event that a national or state mandated health insurance plan is adopted that covers bargaining unit members during the life of the 2008-2011 contract, the parties agree that they shall meet to discuss the effect on working conditions of any such program.~~

~~Eligible employees who elect to waive the health insurance described in Section A shall receive the dental, vision, long-term disability and life insurance in Sections A, B, and D and Paragraph 53.~~

Section D: The Board will pay 100% of the cost of a Group Life and Accident Death ~~through MESSA~~ and Dismemberment (AD&D) insurance policy on the life of each eligible employee in the amount of \$25,000.

4. Early retirement: The Library proposes a voluntary early retirement incentive based on the following parameters (agreed in concept if total package is mutually acceptable):
 - a) Age 60+ with 10+ years of service;
 - b) Sixty (60) calendar day window to decide whether to retire; window would start on the first day of the first full calendar month after ratification; retirement would be effective at the end of the window;
 - c) Three (3) months base salary would be paid to the retiree in the same increments as biweekly pay;
 - d) Employee/retiree would acknowledge he/she would not be eligible for unemployment insurance benefits;
 - e) Employee/retiree would sign an irrevocable letter of retirement;
 - f) Employee/retiree would sign a severance agreement releasing the Library, MEA and their related officials from any liability.

5. Parenting leave (agreed in concept if total package is mutually acceptable): Accepted Union's proposal to delete all of Paragraph 62.

Add the following language:

~~Male and female employees, upon prior written request to the Director, shall receive ten (10) paid work days as parenting leave to attend to a newborn or newly adopted child. This parenting leave is in addition to any sick leave, vacation, personal leave days or unpaid leave that the employee is eligible to receive. The two week parenting leave shall run concurrent with FMLA leave.~~

6. Unit Sick Leave Bank/Short-term Disability: All of the language regarding Unit Sick Bank (Paragraph 45) shall be deleted and replaced with the following:

ARTICLE _____

SHORT TERM DISABILITY

~~^ _____. Effective March 1, 2018, the Unit Sick Bank shall be discontinued and replaced with a short term disability plan (Appendix B, Section E). In recognition of the discontinuation of the Unit Sick Bank, the remaining hours in the Unit Sick Bank as of the close of the work day on February 28, 2018, shall be credited back, on a one time basis, to then current bargaining unit members' sick leave banks. The Union shall advise the Library Director by~~

~~March 30, 2018, of the distribution of these remaining hours in the Unit Sick Bank to specific bargaining unit members' sick leave banks, however, that distribution shall not exceed the final balance of the Unit Sick Bank as of the close of business on February 28, 2018. For example, if the Unit Sick Bank is one hundred (100) hours as of the close of the work day on February 28, 2018, a total of one hundred (100) hours shall be credited back to current bargaining unit members' sick leave banks.~~

~~^ _____. An employee shall continue to accrue sick leave and vacation time while on short term disability.~~

~~^ _____. An employee's seniority shall continue to accrue while on short term disability leave.~~

~~^ _____. An employee on short term disability leave shall continue to receive all fringe benefits under this Agreement which were in effect at the start of the leave.~~

~~^ _____. An employee may supplement income from short term disability with a pro-rated portion of sick leave, vacation or personal leave days, so that she receives her regular base pay.~~

~~^ _____. A short term disability leave shall be considered to be taken concurrent with Family and Medical Leave Act time, if that period qualifies as FMLA leave.~~

~~The April 24, 2012 Letter of Understanding with the Support Staff shall remain in effect.~~

APPENDIX B INSURANCE AND PENSION BENEFITS

Section E:

~~Effective March 1, 2018, the Board will pay 100% of the cost of a Short term Disability Policy through Principal Financial Group for each full time Librarian, part time employee hired on or before January 1, 2005 and part time employees hired after January 1, 2005 who are regularly scheduled to work at least twenty (20) hours per week. The Short Term Disability Benefit shall provide 60% of base pay beginning on the first (1st) day for disability due to illness and the eighth (8th) due to sickness.~~

~~All benefits, conditions and requirements shall be as set forth in the Policy of Insurance and as interpreted by the particular carrier. A copy of the Policy shall be provided to the Union.~~

7. Termination of Benefits (Agreed in concept if total package is mutually acceptable): As proposed by the Library on November 21, 2017.
8. Sunday Work Assignments. (Agreed in concept if total package is mutually acceptable). The subject of staffing Sundays shall be a subject to be discussed by the Library Director with the Association President at their quarterly meetings described in Article II, Section 5.
9. Vacations (Agreed in concept if total package is mutually acceptable): Effective July 1, 2018, the vacation scale in Paragraph 91 for the support staff shall be identical to the vacation scale in the 2011-2013 vacation scale for Librarians:

~~(91) Employees who are actively employed by the Board during the years covered by this Agreement shall be entitled to vacations on the following basis:~~

First year: 10 days (may not be used until completion of probationary period)
Year 2: 10 days
Years 3-4: 12 days
Years 5-9: 15 days
Years 10 and Over: 20 days

~~(91) Employees who are actively employed by the Board during the years covered by this Agreement shall be entitled to vacations on the following basis:~~

~~1st year ————— ½ day for each month worked (may not be used until after completion of probationary period.)~~
~~Years 2 – 5 ————— 10 days~~
~~Years 6 – 9 ————— 15 days~~
~~Years 10 and over — 20 days~~

10. Sick leave/New Hire: Amend Paragraph 40 as follows:

SICK LEAVE

(40) Each employee shall receive twelve (12) days of sick leave allowance per fiscal year. An employee in her/his first year of employment shall ~~receive~~ ~~accrue~~ these days at the rate of one (1) day of sick leave for each month in which the employee worked a majority of the scheduled work days, ~~and shall be eligible to use accrued sick leave days.~~ Unused sick days shall accumulate to a maximum of ~~sixty (60) ninety (90) days effective January 1, 2018.~~

11. All prior tentative agreements, including the tentative agreement of June 12, 2017 for ^ 39 (adding personal leave days) and ^ 53(C) (seniority while on long-term disability).

K:\SchwartzClients\Grosse Pointe Library\Negotiations\Support Staff 2017\GPL Support Staff proposal Dec 12 2017.docx