

Local 2083 Labor Agreement (2015-2018)
Summary of Changes

Changes based on the Coalition of City Unions agreement

Wage increases (in lieu of COLA):

- Effective December 31, 2014: 2% wage increase
- Effective December 31, 2015: 2% wage increase
- Effective December 31, 2016: 2.5% wage increase
- Effective December 31, 2017: 2.75% wage increase

Furlough time restoration:

- Staff who participated in furloughs during the 2009-2012 recession will receive paid time off equivalent to the number of unpaid furlough hours they took (to a maximum of 120 hours) to be split evenly across the years 2016, 2017, and 2018. This benefit includes 40 hours more of restored time than the amount granted to other city employees through the Coalition agreement.

Safety Shoe allowance:

- Annual amount to increase by \$20 effective January 1, 2016, and an additional \$20 effective January 1, 2017.

Retirement:

- Employees hired after January 1, 2017 will enter under a new defined benefit plan (SCERSII.) Employees enrolled in the existing SCERS plan will be unaffected.

Other changes negotiated between The Seattle Public Library and Local 2083

Article 5: Establishes the Union-Management Leadership meeting as a contractual item. Permits the Union to grieve contracting out of bargaining unit work even if it does not lead to layoffs. Section 6 defines the Library's rights around creation of volunteer programs. This topic was not previously addressed in the contract. The new section is consistent with current practice.

Article 6: Clarifies definition of "job abandonment" consistent with current practice.

Article 8: Grants regular employees on promotional probation the right of recall to a position in their former classification if promotion is unsuccessful and their original position is no longer available.

Article 12: Changes references to time from "days" to "scheduled shifts," and specifies that in the rare case that vacation is cancelled by the library, it must be rescheduled at a time mutually agreeable to both the library and the employee.

Article 15: Clarifies and standardizes right of recall for employees granted leave of absence.

Article 16: Extends Parental Leave rights to the adoptive parents of all children “under the age of 18.” This right was previously limited to parents adopting children “under the age of 8.” Extends Parental Leave rights to foster parents, previously granted only to birth or adoptive parents.

Article 19: Audio/Visual Technicians now eligible for all shift differentials. Section 3 discontinues a previous clause from a Memorandum of Understanding which explicitly prevented Librarians from voluntarily waiving the four-hour shift minimum.

Article 21: Enhances and standardizes right of recall for employees who accept a temporary assignment when their regular position is not available for return at the conclusion of that assignment. Extends requirement of notice given to employees being transferred by management from ten days (extendable to 15), to two weeks (extendable to three.)

Article 23: Clarifies and standardizes right of recall for all employees returning from promotional probation, leave of absence, temporary assignment, and layoff.

Article 25: Increases the amount granted annually to the Joint Labor Management Educational Development Fund from \$40,000 to \$47,000.

Article 26: Introduces reference to a “Fit For Duty” policy, which is not detailed in the body of the contract but which clarifies and standardizes library practice consistent with the rest of the City and is subject to negotiation if changed.

Inclusion of Security Labor Agreement with Master Contract: The separate Security Labor Agreement is hereby replaced with an addendum to the master contract, combining all represented units under one agreement for greater bargaining power and expanding the Union’s negotiating team by one seat at the table and 25 hours of paid time.

Contract reopener: The Library and the Union have agreed to convene a committee to review scheduling and shift assignments in light of staff preferences and current and projected operational needs. No changes to current rights and practices are guaranteed by this reopener.

Throughout: Where encountered, references denoting sex and gender were changed from binary and gender-specific terminology to gender neutral phrases. Example: “Either sex” and “either gender” become “all people.” References to large classification groups (eg. “Facilities”) have been converted to lists of specific classifications, ensuring that changes to the organizational chart do not silently result in changes to employee rights.

Minor additional changes made to articles were not called out in this summary document because they do not alter the rights of labor or management. These changes include correction of out-of-date titles and typos, and adjustments in the wording of passages known to have caused confusion in the past.