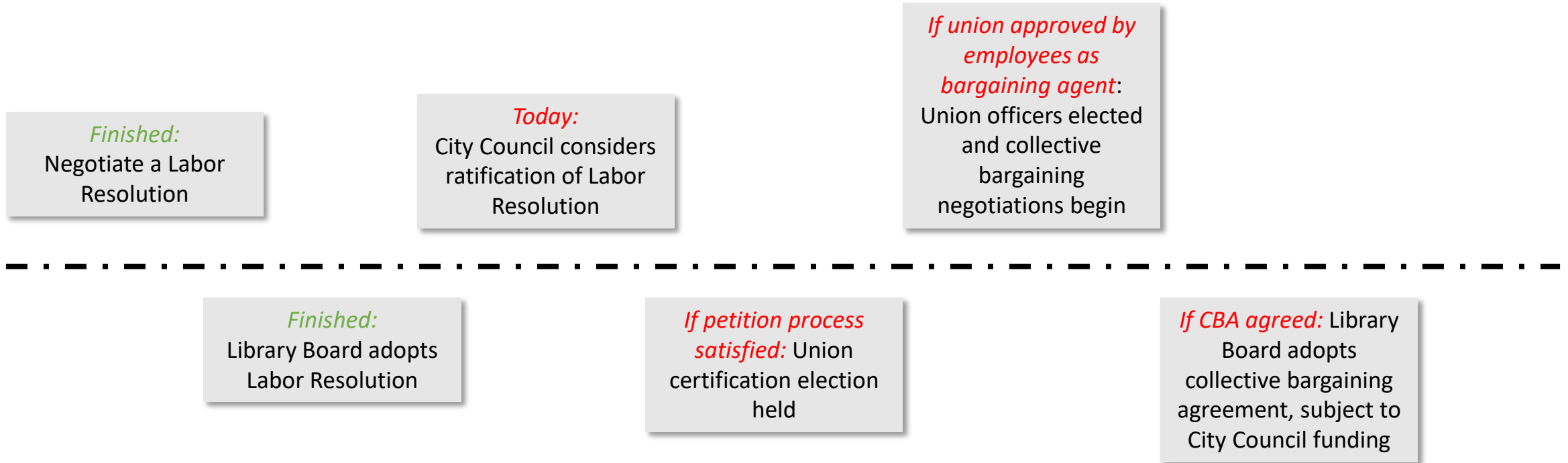


# Overview of Next Steps



# Step 1. Labor Resolution Process

*Finished:*  
Negotiate a resolution governing the unionization process

Resolution *does* address:

- Union petition process
- Union election process
- Whether part-time employees are eligible to join union
- How impasses during unionization or collective bargaining will be resolved

If negotiations are successful

*Finished:*  
Vote by the Library Board on the Labor Resolution

If Library Board votes yes

*Today:*  
Vote by the City Council to ratify the Labor Resolution

If City Council ratifies . . .

Resolution *does not* address:

- Terms and condition of Library employees' work, including:
  - Wages
  - Vacation
  - Benefits

## Step 2. Union Petition and Certification Process

Library employees petition to form a union.

### Petition Process:

1. Library employee may petition Library Executive Director to recognize Union
2. Within 30 days, Executive Director and Union assess whether petition meets minimum requirements (including showing of 30% support)
3. Disagreements regarding petition and scope of Union representation resolved by negotiation, then Mayor or Mayor's representative in event of impasse

If petition is satisfactory

Vote by the relevant employees as to forming a union

If 50.1% vote yes

The Library Board recognizes the union as the employees' representative

Now that a union exists . . .

### Election Details:

1. Electronic voting is used
2. Library and Union split costs
3. Two designees—one from Library, one from Union—administer election



## Step 3. Collective Bargaining Process

The Library and the union  
begin negotiating a  
collective bargaining  
agreement

The parties exchange proposals  
regarding items such as:

- Wages
- Benefits
- Grievance processes
- Etc.

Beginning 5 months after union  
recognition, the parties have 180  
days to reach a CBA. If no CBA is  
reached by December 15,  
negotiations are redirected towards  
CBA for the next fiscal year

The Library and the employees  
may have disagreements relating  
to the CBA.

If such differences cannot be  
resolved through negotiation,  
they will need to be resolved  
through the impasse procedure  
created by the Labor Resolution

Once issues are  
resolved

Library Board  
votes on the  
CBA

If the Library  
Board votes yes

The CBA comes into  
effect, subject to  
the City Council  
funding its terms

