

Overview of Next Steps

Finished:
Negotiate a Labor
Resolution

Today:
City Council considers
ratification of Labor
Resolution

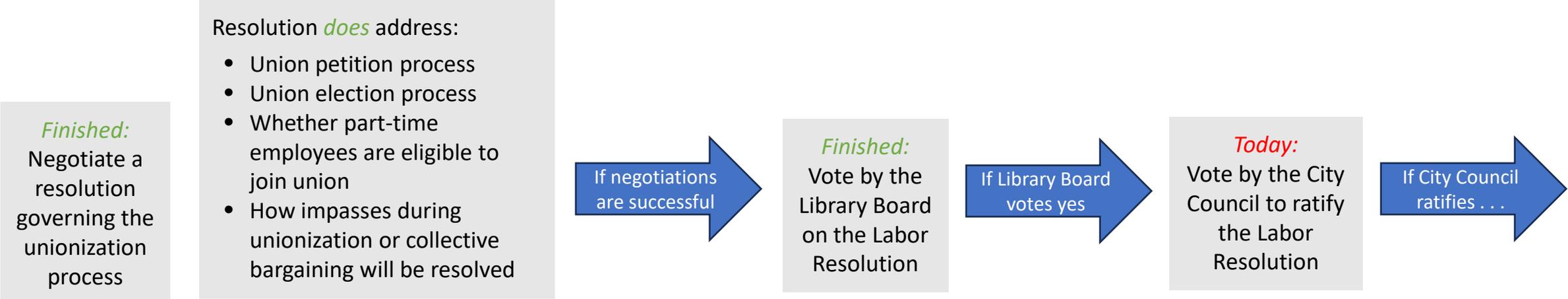
*If union approved by
employees as
bargaining agent:*
Union officers elected
and collective
bargaining
negotiations begin

Finished:
Library Board adopts
Labor Resolution

*If petition process
satisfied:* Union
certification election
held

If CBA agreed: Library
Board adopts
collective bargaining
agreement, subject to
City Council funding

Step 1. Labor Resolution Process



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

