

DETROIT LIBRARY COMMISSION PROCEEDINGS

SPECIAL COMMISSION MEETING

OCTOBER 9, 2014

President Hicks called the Special Meeting of the Detroit Library Commission to order at 11:00 a.m.

Present: President Hicks, Commissioners Bellant, Davis, Quarterman, Thomas
Administrative Staff: Mondowney, Moore

Excused: Commissioner Inniss-Edwards

Also Present: Attorneys William B. Forrest III, Stuart A. Gold, Mediator Eugene Driker and Yvette Rice

COMMISSION ACTION

Commissioner Bellant moved to convene in a closed session. Commissioner Thomas supported. A roll call vote was taken with the following results:

- Commissioner Bellant Yes
- Commissioner Davis Yes
- Commissioner Quarterman Yes
- Commissioner Thomas Yes
- President Hicks Yes

President Hicks excused everyone except the Commission, the attorneys, Mrs. Mondowney and Mrs. Trinee Moore, Human Resources Director.

The closed session began at 11:03 a.m.

Commissioner Jackson joined the meeting at 11:07 a.m.

Minutes were approved at the October 24, 2014 Commission Meeting

The closed session ended at 12:55 p.m. and the public meeting reconvened at 12:58 p.m.

Approval of the Proposal Recommendations from UAW and AFSCME

After a thorough discussion on labor issues, the following proposals were recommended for approval:

- VEBA Plus HRA for pre-2015 Library retirees (i.e., in addition to full participation in Class 12 General VEBA to be confirmed by appropriate POA language); Yearly contribution of \$875 year starting 1/1/2016 for pre-2015 retirees; duration of annual contributions is 17 years, escalator per E. Driker concept; definition of revenue as discussed; include surviving spouses regardless of date of retiree death; resolve issue of effect of HRA on pre-Medicare retiree eligibility for Affordable Care Act subsidies.
- Across-the-board base wage increase effective 7/1/2015 2% off of 2014 wages.
- Monthly stipend for post-12/31/14 Library retirees funded pay as you go, retiree receives stipend in amount and for term identical to City commitment as to post-12/31/14 City retirees; Library commitment to jointly approach City Council and Mayor with AFSCME and UAW concerning eventual integration into City health cost plan for post – 2014 retirees.
- Include language confirming Library participation in new GRS plan for post – 7/1/14 service and in all POA provisions for Class 11 persons.
- No sunset on Final Average Compensation election for unused sick leave; follow Library contractual commitments on this issue.
- Create Joint Labor Management Committee to develop revenue enhancement and restructuring.
- Confirm part time employees exempt from New GRS Plan contributions, consistent with new GRS language.
- Need to review POA for other potential language incorporations, especially given confusion on 2% of payroll for future retiree health.

- Affirm positive reopeners only.
- Resolve appropriate settlement mechanisms.
- Equality of Sacrifice provision re management.

Noted

President Hicks stated that in exchange for the approval of the proposal recommendations from UAW and AFSCME, all existing grievances are dismissed and any other grievances against the library in the future are also dismissed.

Attorney Forrest said this proposal would need ratification with the members of UAW and AFSCME.

COMMISSION ACTION

Commission Bellant moved to approve the proposal recommendations from UAW and AFSCME. Commissioner Thomas supported.

A roll call vote was taken with the following results:

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|---------------------------|-----|
| ➤ Commissioner Bellant | Yes |
| ➤ Commissioner Davis | Yes |
| ➤ Commissioner Jackson | Yes |
| ➤ Commissioner Quarterman | Yes |
| ➤ Commissioner Thomas | Yes |
| ➤ President Hicks | Yes |

The motion passed unanimously.

The meeting was adjourned at 1:12 p.m.