

DETROIT LIBRARY COMMISSION PROCEEDINGS

SPECIAL COMMISSION MEETING

MARCH 25, 2013

President Bellant called the Special Commission Meeting of the Detroit Library Commission to order at 5:05 p.m.

An attendance roll call was taken with the following results:

Commissioner Allen	Present
Commissioner Hicks	Present
Commissioner Jackson	Absent
Commissioner Kinloch	Absent
Commissioner Lemmons	Present
Commissioner Quarterman	Present
President Bellant	Present

Administrative Staff: Mondowney, Moore and Norfolk

Present Also: Margaret Bruni, Ronald Bryant, J. Randolph Call, Deborah Dorsey, Winston Johnson, Deborah Madison, Carolyn Mosley, Yvette Rice, Dorothy Jean Williams

Approval of the Collective Bargaining Agreements for AFSCME 1231 and AFSCME 1259

Ms. Trinee Moore, Director for Human Resources, reported that on Friday, March 22, 2013, the Michigan AFSCME Council 25 Local 1231 and 1259 ratified their contracts. The ratified contracts were presented for the signatures of the President and the Vice President of the Detroit Library Commission and the approval of the full Detroit Library Commission.

Ms. Moore reported that the contract duration for AFSCME 1231 is from March 22, 2013 through December 31, 2017 and the contract duration for AFSCME 1259 is from March 22, 2013 through September 30, 2017.

Approval of Extended Agency Fee Agreement for AFSCME Local 1231 and Local 1259

Ms. Moore said that AFSCME Council 25 is seeking support and signature of the Detroit Library Commission for an extended agency fee agreement from March 26, 2013 through June 30, 2022.

Discussion

Commissioner Hicks asked Ms. Moore to give an explanation for the agreement and its duration.

Ms. Moore explained that the duration of the agency fee agreement is extended 10-years beyond the contract. This agreement will allow AFSCME Local 1231 and 1259 to keep the practice of union dues being paid by union members and employees that are hired after March 28, 2013 (the Right-to-work law effective March 28, 2013) will pay a service fee if they chose not to become a union member.

COMMISSION ACTION

Commissioner Lemmons made a motion to approve the extended agency fee agreement for Local 1259. Commissioner Hicks supported the motion. The motion was adopted unanimously.

COMMISSION ACTION

Commissioner Lemmons made a motion to approve the extended agency fee agreement for Local 1231. Commissioner Quarterman supported the motion. The motion was adopted unanimously.

Approval of the Bargaining Agreement for AFSCME Local 1231

Ms. Moore reported that the most significant outcome of Local 1231 contract negotiations was the Classification of Clerical Assistant being changed to the new title of Customer Support Representative 1. Current AFSCME 1231 members who have eighteen (18) or more months of service will have their wages increased to eleven (\$11.00) dollars per hour.

COMMISSION ACTION

Commissioner Lemmons made a motion to approve the bargaining agreement for AFSCME Local 1231. Commissioner Allen supported the motion. The motion was adopted unanimously.

Approval of the Bargaining Agreement for AFSCME Local 1259

Ms. Moore reported that there was one significant change in AFSCME Local 1259 contract and she asked Mr. Winston Johnson, Staff Representative Council 25 to elaborate on the change.

Mr. Johnson explained that there is a clause in the contract that states “in the event that the President of Local 1259 should succeed to become a staff representative for Council 25, that employee would be able to go over to Council 25 and while they are working as a staff representative, they would be paid by the Detroit Public Library who would then be reimbursed by AFSCME Council 25.”

Mr. Johnson said the union has agreed to no longer include that language in the contract. It was noted that as part of the change, DPL would no longer pay “benefits” on behalf of the employee which was not included in the salary reimbursement.

Ms. Moore said the Local 1259 members that are entitled to longevity pay supported the suspension of longevity pay until June 30, 2015 as it relates to the financial situation of the Detroit Public Library and the administrative staff truly appreciated the support.

Comment

Commissioner Hicks stated for the record that the Commission was conscientious in the process of approving the contracts. The Commission reviewed all of the elements and placed confidence in the Administrative negotiating team and respected AFSCME Council 25 negotiating team and an agreement was reached.

Commissioner Hicks said this represents the same process that would have been used if the Right-to-work law had not passed. He said the agency fee agreement would take care of new hires that did not want to become a union member. However, they still would have to pay a service fee.

Ms. Moore said that the agency fee agreements were supported by 95% of Local 1231 and 98% of Local 1259 when the Right-to-work law became an issue. There were no expeditious decisions made to meet the Right-to-work law deadline.

Mrs. Mondowney thanked the negotiating teams of AFSCME Council 25 as well as the administrative negotiating team: Trinee Moore, Margaret Bruni, J. Randolph Call and Benita Beckles for their hard work in this process.

COMMISSION ACTION

Commissioner Lemmons made a motion to approve the bargaining agreement for AFSCME Local 1259. Commissioner Hicks supported the motion. The motion was adopted unanimously.

The meeting was adjourned at 5:25 p.m.

Minutes were approved at the April 16, 2013 Commission Meeting

