

## **Newly Revised Working Conditions Contract 1999-2014**

Negotiated side letters and stipulations, not uncommon in labor relations, are created to allow a Union and Management to achieve goals in a timely manner without bargaining a whole new contract. An example of this is our December 2006 agreement that created positions in the Adult Learner Program (ALP) that more accurately reflect the staff's skills, education and duties. This allowed both parties to resolve an out-of-title grievance filed by the ALP employees without having to bargain the whole contract.

Since 1999, Local 1321 and the Queens Library Administration have negotiated six side letters and stipulations affecting our working conditions. The contract accompanying this letter incorporates all the agreements from the six side letters. We now know when we have to use our bonus day. We now know about our arbitration panel. We now know about Central Library Maintainers and the required licensing process during the cooling season. We now know about our annual leave year. We now know our contract. Additionally, it has the current Library department names.

In the coming season, Local 1321 will begin bargaining for a new contract. Using this newly updated contract, we can create the demands we want in a new contract. By definition, bargaining for a new contract requires agreement between the Administration and the Union and we may not get all of our demands. However, our promise to you is, we will keep you informed of the bargaining progress.

In the meantime, read our new contract. Listed below are the titles of the side letters and stipulations and where they were incorporated in the contract. Our website contains the actual agreements.

### **Joint Arbitration Panel, Letter of Agreement, Jan 7, 2002**

- Created to expedite arbitrations
- Agreement #1, incorporated into Article XI - Grievance Procedure, Section 7.B
- Agreement #2, incorporated into Article XI - Grievance Procedure, Section 7.C
- Agreement #3, incorporated into Article XI - Grievance Procedure, Section 7.D
- Agreement #4, incorporated into Article XI - Grievance Procedure, Section 7.E
- Agreement #5, incorporated into Article XI - Grievance Procedure, Section 7.F
- Agreement #6, incorporated into Article XI - Grievance Procedure, Section 7.G
- Agreement #7, incorporated into Article XI - Grievance Procedure, Section 7.H
- Agreement #8, incorporated into Article XI - Grievance Procedure, Section 7.I
- Agreement #9, incorporated into Article XI - Grievance Procedure, Section 7.J and Schedule B-3, B-4, B-5
- Agreement #10, incorporated into Article XI - Grievance Procedure, Section 7.K
- Agreement #11, incorporated into Article XI - Grievance Procedure, Section 7.L
- Agreement #12, incorporated into Article XI - Grievance Procedure, Section 7.M

### **2% General Wage Increase, Letter of Agreement, Nov 14, 2004**

- Agreed to to pay Local 1321 members the 2% raise negotiated by DC 37 and New York City
- Agreement #1, incorporated in Article IV - Wages & Schedules, Section 1
- Agreement #2, Annual Leave Accrual chart
- Agreement #3, incorporated into Article IV- Wages & Schedules, Section 16
- Agreement #4, Sick Leave Accrual chart
- Agreement #5, Article IX, Bereavement Leave
- Agreement #6, incorporated into Article IV - Wages & Schedules, Section 14
- Agreement #7, incorporated into Article IV - Wages & Schedules, Section 14
- Agreement #8, incorporated into Article IV - Wages & Schedules, Section 18
- Agreement #9, incorporated into Article IV - Wages & Schedules, Section 13
- Agreement #10, We have not bargained for a flexible work schedule.

### **Adult Literacy Center Titles, Stipulation, Dec 19, 2006**

- Created to resolve out-of-title grievance and provide titles that reflect ALP employees minimum requirements, duties and responsibilities
- Incorporated into Article II Bargaining Unit 2 - Professional, Clerical and Custodial Inclusions and Schedule C

### **CFM Maintainers working at Central, Stipulation, Oct 1, 2008**

- Created because of Central's new refrigeration/air conditioning system
- Incorporated into Article IV - Wages & Schedules, Section 10 and Schedule D

### **Non-Discrimination Clause, Letter of Agreement, Sep 17, 2008**

- Created to incorporate changes to Federal law
- Incorporated into Article XVIII - Non-Discrimination

### **Annual Leave, Letter of Agreement, Feb 25, 2009**

- This was created as a cost-savings measure to avoid layoffs.
- Agreement #2, incorporated into Article IV- Wages & Schedules, Section 3
- Agreement #4.b, incorporated into Article IV - Wages & Schedules, Sections 14 and 17
- Agreement #6, incorporated into Article IV - Wages & Schedules, Section 3
- Agreement #8, incorporated into Article IV - Wages & Schedules, Section 3
- Agreement #9, incorporated into Article IV - Wages & Schedules, Section 3