

## Local 1857 Page Unit 2017-2019 Tentative Agreement

This is a full list of the changes proposed in this agreement. A red-lined copy of this proposal can be found at <http://www.kclsvoice.org>

**The Local 1857 bargaining committee recommends you vote to approve this agreement.**

Article	Summary of Changes
2.7	Adds standard AFSCME language for members to opt-in to PEOPLE donation through payroll deduction.
3.1	Adds one half hour for pre-disciplinary meeting preparation to the list of activities officers and stewards can do on work time.
3.2	Adds language defining how bargaining committee members will be paid during negotiations.
3.3	Adds ability for the union to send postings for bulletin boards through work e-mail to one contact per location. Changes dimensions of union provided bulletin boards to 24"x36".
3.6	Raises cap on the union leave bank from 250 hours to 500 hours. Adds ability for bargaining committee members who are not officers or stewards to use leave bank hours. Changes the donation periods to April and October of each year. Adds that hours will be entered through payroll system, and that KCLS will provide the union with a report of the hours submitted each month.
3.7	Adds ability for the union to book the Service Center meeting room one year in advance.
3.8	Adds language that will give the Union access to new hire orientation for Pages, should the library begin to offer a Page orientation.
4.2	Reduces the amount of time the union has to comment on policy changes from three weeks to two weeks.
4.5	Removes outdated language referencing changes due to the new staffing model.
5.1	Adds that employees will be disciplined for just cause. (Just cause is a commonly used standard in labor law.)
5.2	Removes language outlining the progressive discipline steps that KCLS has used.
5.3	Adds language that KCLS will provide the union with a copy of any document related to formal disciplinary action.
5.4	Removes unused discipline appeal process. Adds language that discipline that is no longer in effect will be removed from an employee's personnel file upon written request.
6.3.1	Updates Step 1 grievance language to require a meeting with the direct supervisor.
6.3.3	Adds 14 day timeline for the union to submit a grievance at Step 3.
6.3.4	Adds 14 day timeline for the union to submit a termination grievance at Step 3.
6.5.1	Updates language to use "Step 3" instead of "APT Member" or "Library Director".
7.3	Within 60 days of ratification, currently active employees receive a lump sum payment equivalent to 1.75% of their 2016 compensable wages. (This calculation of the payment in this article is currently disputed by the Union and KCLS and will be decided by an arbitrator in January of 2018. See the Side Letter for more.)
7.4	2017 cost of living increase of 1.75%, effective to January 1st, 2017, received within 60 days of ratification of the agreement. (This calculation is based on gross pay.)
7.5	A 1.75% salary increase effective on the first pay period after the contract is ratified.

7.6	Pages will be moved from Grade 2 of the salary schedule to the same step in Grade 3, effective the first payroll period on or after January 1, 2018. Following this move, the Grade 3 wage will be increased the same as other library staff, but at least by 2%. Together, the total increase is close to 7%.
7.7	2019 cost of living increase of at least 2%.
7.8	Changes the time period the union has to comment on proposed wage changes to a bargaining unit classification from three weeks to two weeks.
8.6	Adds language that Pages working 16 hours or less will work in only one location. 20-hour Pages can be scheduled in no more than two locations.
8.7	Clarifies language for work breaks.
8.10.1	Adds language that Pages shall not have their regular schedules modified without mutual agreement unless needed for business needs or a disability accommodation. Removes previous language related to schedule modifications for Pages with more than five years worked.
8.10.2	Allows Pages with the same or lesser hours to move into a vacated scheduled. The schedule will go to the most senior who has not had discipline or negative evaluations.
8.10.3	Establishes that Pages within the same library or department may mutually agree to exchange/permanently trade shifts one per year, subject to KCLS approval.
8.11	Removes limit of two evenings per week for Page schedules.
8.17	Changes time period where supervisors can fill sub shifts without offering them through AESOP from one days notice of need to two days notice.
9.1	Benefit plans for 2016 will continue the same through December 31st, 2017.
9.2	Beginning January 1st, 2018, medical benefit plans offered to represented employees will be the same as the reconfigured plans that Main Unit employees changed to on July 1st, 2017.  The Premera Heritage plan will change from a 2-Tier \$5/15 to a 4-Tier plan (\$10/25/50/100) for prescriptions, and \$100 individual/\$300 family to \$300 individual/\$900 family for deductibles. The out of pocket maximum will also increase.  Employees will pay 3% of the premium for Premera Heritage and Kaiser Permanente plans. (\$33.12 a month for Premera, and \$19.15 a month for KP.)  KCLS will continue to pay 100% of the premium for the Premera High Deductible HSA plan.
9.4	Establishes that KCLS will provide info on any plan changes to the Union by August 15th of each year. Any meetings to bargain changes will be scheduled by August 30th.
9.5	If KCLS intends to change out of pocket costs on any plan by more than 5%, the Union can request to negotiate those changes. Negotiations should be completed by October 15th. For 2018, any percentage increases will be calculated from Main Unit plan rates as of July 1st, not from the 2016 plan rates that have been extended through 2017.
15.1	When two staff have the same seniority date, the tie-breaker will first be total consecutive years of service with KCLS, or the employees shall draw lots.
15.4.2	When two staff have the same seniority date, the tie-breaker will first be total consecutive years of service with KCLS, or the employees shall draw lots.
18.1	Defines duration of this contract to December 31, 2019.
23.6	Adds that the union can use leave bank hours to compensate officers for attendance at Labor/Management

	meetings that fall outside their regularly scheduled shift.
25.1	Updates job title of Human Resources Director.
25.5	Removes language tying holiday bookdrop process to annual scheduling process. Bookdrop shifts are volunteered for by seniority, and assigned by reverse seniority. Adds language that staff can trade shifts or find replacements for shifts. Adds that mileage is paid up to 30 miles each way.
25.18	Within a year after ratification of the contract, KCLS will develop a policy regarding compensation for library staff providing interpretation/translation services.
26.1	When two staff have the same seniority date, the tie-breaker will first be total consecutive years of service with KCLS, or the employees shall draw lots.
27.4	Adds language that Pages will continue to have access as available to LTA substitute training.
28.1	Updates process for adding additional hours to a position to notify Pages at a community library or work unit, instead of cluster or department.
28.2	Employees will automatically advance to the first interview stage of the employment process when applying for other positions in their classification.
28.4	Employees not selected during the transfer or hiring process can request feedback from HR on their application or interview.
Side Letter	States that the results of the 1857M arbitration over the one-time payment for 2016 will be used for calculations for this bargaining unit as well. (KCLS says the payment is based on net pay, the Union says it is based on gross pay.)

### Wage Increases

	Step				
	A	B	C	D	E
<b>Current Wage (Grade 2)</b>					
<i>Bi-weekly 15 Hours</i>	\$ 342.87	\$ 360.09	\$ 377.25	\$ 395.19	\$ 411.54
<i>Bi-weekly 12 Hours</i>	\$ 274.30	\$ 288.07	\$ 301.80	\$ 316.15	\$ 329.23
<i>Bi-weekly 10 hours</i>	\$ 228.58	\$ 240.06	\$ 251.50	\$ 263.46	\$ 274.36
<b>Hourly</b>	<b>\$ 11.43</b>	<b>\$ 12.00</b>	<b>\$ 12.58</b>	<b>\$ 13.17</b>	<b>\$ 13.72</b>
<b>Upon Ratification*</b>	<i>(1.75% for 2017 + 1.75% upon ratification = total of 3.5%)</i>				
<i>Bi-weekly 15 Hours</i>	\$ 354.87	\$ 372.69	\$ 390.45	\$ 409.02	\$ 425.94
<i>Bi-weekly 12 Hours</i>	\$ 283.90	\$ 298.15	\$ 312.36	\$ 327.22	\$ 340.76
<i>Bi-weekly 10 hours</i>	\$ 236.58	\$ 248.46	\$ 260.30	\$ 272.68	\$ 283.96
<b>Hourly</b>	<b>\$ 11.83</b>	<b>\$ 12.42</b>	<b>\$ 13.02</b>	<b>\$ 13.63</b>	<b>\$ 14.20</b>
<b>Effective January 1, 2018*</b>	<i>(Increase to Grade 3 + minimum 2% = 7% total)</i>				
<i>Bi-weekly 15 Hours</i>	\$ 387.52	\$ 406.98	\$ 426.38	\$ 446.67	\$ 465.15
<i>Bi-weekly 12 Hours</i>	\$ 310.01	\$ 325.58	\$ 341.10	\$ 357.33	\$ 372.12
<i>Bi-weekly 10 hours</i>	\$ 258.35	\$ 271.32	\$ 284.25	\$ 297.78	\$ 310.10
<b>Hourly</b>	<b>\$ 12.92</b>	<b>\$ 13.57</b>	<b>\$ 14.21</b>	<b>\$ 14.89</b>	<b>\$ 15.51</b>
*Effective dates are first full pay period after stated date					