

**Alachua County Library District
And
Communication Workers of America
Collective Bargaining Ground Rules Summer 2019**

1. The Library District will pay 2 employees at the table.
2. The parties will meet during the normal workweek (Monday-Friday).
3. The District will take the official minutes at the sessions as matter of law. Minutes will be reviewed, revised (if needed) and approved by the Lead Negotiators at the end of each session.
4. Respect and civility will be maintained at all times and meetings will last no longer than two (2) hours, unless mutually agreed to extend the time. Caucuses will be held in fifteen (15) minute increments. The caucus room will be the room scheduled for the meeting.
5. Proposals will be presented using the strike through and underline method to the current language. The proposing party shall bring enough copies for all negotiations team members. Only the Library Director Shaney Livingston will have authority for the Library District to Tentatively Agree (TA) to articles and all tentatively agreed articles must contain signatures by both parties. Entire articles must be TAed, not just language within the respective Article.
6. Shaney Livingston or her designee and Heather Akpan or her designee will be the Lead Negotiators for Management at the table as the minutes reflect for that session Sylvia Ashwell, Robert Arnold will be the Lead Negotiators for the Union.
7. Tentatively agreed articles may be revisited upon mutual agreement with express showing both parties have signed such agreement which demonstrates the intent to revisit the specific article.
8. The Union may have up to three stewards and two officers attend negotiations; however, Library Director Shaney Livingston has the authority to approve or deny the third steward's work leave based on staffing needs. The steward leave will be unpaid by the Library.
9. Other _____

Shaney J. Livingston 6/5/19
For ACLD Date

[Signature] 6/5/19
For CWA Date

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And
Communication Workers of America
Collective Bargaining**

Minutes June 5, 2019 10am

Introductions of attendees; see sign in sheet

Shaney Livingston opened meeting; Established and signed ground rules

Next Meeting dates:

June 19 Cancelled

June 26, 10-12

July 10, 10-12

July 24, 10-12

July 31, 10-12

Aug 14, 10-12

Aug 21, 10-12

Aug 28, 10-12

Shaney Livingston wants to revisit Article 16.1 (E) Lateral Process-Strike Out Language email to Kevin, Robert and Sylvia

Goal is a 3 year contract, without reopeners

Sylvia-CWA wants to revisit Article 8.1, add informal step; Sylvia-CWA will develop language and send email to Heather, Shaney, and Mike.

Grievance- work days need to be clarified regarding timeliness and throughout the contract without opening the entire contract. Definition; develop language; Joint effort for clarifications between CWA and Library

Article 12.2 Union interested in PTO cashouts, PTO for pension service credit needs to be revised in accordance with Florida Statute 112; Sylvia-CWA will draft and present.

Close Negotiations

 6/5/19

For ACLD

 6/5/19

For CWA