
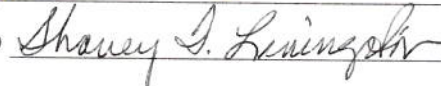


**Alachua County Library District and CWA
Negotiation Meeting**

Meeting Date & Time:	July 10, 2019 10:00am	
Attendee	Position	Union/County
Shaney Livingston	Lead HR/Negotiator	County
Heather Akpan	Lead HR/Negotiator	County
Robert Arnold	CWA Negotiator/President	Union
Sylvia Ashwell	CWA Negotiator/VPresident	Union
Naomi Baxter	CWA Steward	Union
Cameron Burris	CWA Steward	Union
Michael Durham	Admin Division Director	County
Stephanie Marchman	ACLD/County Attorney	County
Wantanisha Morant	HR Director	County
April Welcome	Admin Asst/HR/Minutes	County
Meeting Notes		
Caucuses –		
ACLD proposal		
CWA proposal	Article 16; Job vacancies-transfers-lay-offs- recalls Article 12.2 (n) PTO at termination or retirement	
For discussion:	<ul style="list-style-type: none"> • Union presented thoughts on Article 8.1 step 1 insert reference informal process • Union presented thoughts on Lateral Transfers and PTO • Sylvia Ashwell (CWA) agrees with language 7.1 is fine problem resolution • FRS/PTO payout • Clean language up on calendar days and working days by ACLD • Sylvia Ashwell Union Wage proposals for 3 year contract <ul style="list-style-type: none"> ○ 1st year cost of living increase 3% ○ 2nd year cost of living increase 4% ○ 3rd year cost of living increase 5% ○ Merit Increases 1% Exceeds ○ Merit Increases 2% Outstanding • Upcoming Calendar Dates <ul style="list-style-type: none"> • July 24, 10-12 • July 31, 10-12 • Aug 14, 10-12 • Aug 21, 10-12 • Aug 28, 10-12 	
Next Meeting July 24, 2019 10:00am	<ul style="list-style-type: none"> • ACLD wage spreadsheet • ACLD PTO 2013, FRS & Pension snapshot (research) • ACLD counter lateral transfer language Article 16 • ACLD counter on wage proposal • CWA grievance procedure language 	
Handouts/Documentation shared	<ul style="list-style-type: none"> • Article 16: Job vacancies-transfers-lay-offs- recalls (CWA Handouts) • PTO at termination or retirement (CWA Handouts) 	

Sylvia Ashwell/CWA  Date 7/10/19

Shaney T. Livingston/ACLD  Date 7/10/19