


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

Meeting Date & Time:		July 24, 2019 10:05am
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
Kevin Kimber	CWA Negotiator	Union
Michael Durham	Admin Division Director	County
Amy Whitehair		County
Stephanie Marchman	ACL/D/County Attorney	County
Wantanisha Morant	HR Director	County
April Welcome	Admin Ass/HR/Minutes	County
Meeting Notes		
<u>Caucuses--</u>		
Begin 11:03am - Ends 11:20am Begin 11:23am-- Ends 11:28		
<u>ACL/D proposal</u>	<ul style="list-style-type: none"> 3 yr contract for Article 26.3 update language and strikethrough 26.4; Update 26.5, date; Both parties agreed Proposal 1- Article 12.2 (n) both parties agreed on retirement language; ACL/D rejected 100% PTO cashout at terminations/retirement; ACL/D proposed remains status quo; CWA countered at annual cashout up to 40 hrs if you have minimum 200 balance PTO hrs; ACL/D will counter offer at next meeting; Proposal 2-Delete Article 7.4 add informal step to Article 8 from Gainesville CWA Contract; counter to CWA will send proposed language Proposal 3-Lateral Transfer; Both parties agreed; ACL/D will change 2 dys to 5 dys; clean up language and resend Proposal Article 23.1 & Article 23.2/4-Counter Wages <ul style="list-style-type: none"> 2019, COLA 3%; Exceeds 1%; Outstanding 1.5% 2020, COLA 2%; Exceeds .50%; Outstanding 1% 2021, COLA 2%; Exceeds .50%; Outstanding 1% 2nd Proposal Article 23.1 & Article 23.2, 4- (2) Counter Wages <ul style="list-style-type: none"> 2019, COLA 3%; Exceeds 1%; Outstanding 2% 2020, COLA 3%; Exceeds 1%; Outstanding 1.50% 2021, COLA 3%; Exceeds 1%; Outstanding 1.50% Accepted & TA 2nd Proposal 4 	
<u>CWA proposal</u>	<ul style="list-style-type: none"> Minimum (200 hrs) balance each year eligibility once a year sell back 40 hours Proposal 4 Article 23.1 & Article 23.2 Counter Wages <ul style="list-style-type: none"> 2019, COLA 3%; Exceeds 1%; Outstanding 2% 2020, COLA 3%; Exceeds 1%; Outstanding 2% 2021, COLA 3%; Exceeds 1%; Outstanding 2% 	
<u>For discussion:</u>	<ul style="list-style-type: none"> Upcoming Calendar Dates <ul style="list-style-type: none"> July 31, 10-12 Aug 14, 10-12 Aug 21, 10-12 Aug 28, 10-12 	
<u>Next Meeting</u> July 31, 2019 10:00am	<ul style="list-style-type: none"> CWA will provide informal language for Grievance ACL/D review and counter PTO Cashout/Vacation ACL/D will clean up language work dys to calendar dys CWA will provide language for Article 6 	
<u>Handouts/Documentation shared</u>	<ul style="list-style-type: none"> ACL/D PTO Payout Language County's Article 8 Grievance Procedures ACL/D Lateral Transfer 	

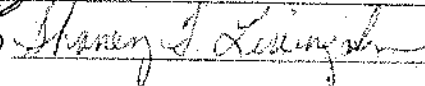
Sylvia Ashwell/CWA



Date

7/24/19

Shaney T. Livingston/ACL/D



Date

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