

Memorandum of Understanding

Having met and discussed the issues related to the bargaining unit positions, the Fairfield County District Library ("Library") and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 ("Union") hereby agree as follows:

- The creation of a Library Assistant VI position requiring a bachelor's degree at a beginning pay rate of \$14.48 per hour with pay increases to be determined at the time salary negotiations reopen.
- The open part time Library Assistant III position in Adult Services will be replaced with a part time Library Assistant VI position.

Said Memorandum of Understanding shall be in full force and effect upon execution.

Signed this 25 day of April, 2011.

AGREED:

Christina Christman
For the Union

Ronald Keaton, President
For the Library

Date: 4/25/11

Date: April 19, 2011

Memorandum of Understanding

The Fairfield County District Library (Library) and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 (Union) agree that all library locations will close to the public from December 23, 2011 through January 2, 2012. Friday, December 23, 2011 and Monday, January 2, 2012 will be unpaid closing days.

During the eleven day closure, all staff will be paid for holidays as negotiated. In addition, all library staff may submit vacation or personal leave requests to make up for the 22.5 (full time) or 10 (part time) hours not covered by holiday pay during the week of December 25, 2011 through December 31, 2011. No vacation requests will be denied during this week. The choice to use paid time off (2011 personal leave or vacation) must be submitted on a leave request form no later than November 1, 2011 or the time off will be unpaid.

Contingent upon his/her return to work in 2012, a staff member who has exhausted both their 2011 personal leave and vacation may schedule any or all of their 2012 personal leave to use during the week of December 25, 2011 through December 31, 2011. The choice to use 2012 personal leave must be submitted on a leave request form no later than December 17, 2011 or the time off will be unpaid.

Sick leave may not be used during the eleven day closure unless an employee is on approved FMLA or other approved leave of absence.

Any employee may elect to be unpaid in lieu of using vacation or personal leave during this week. Any employee may elect to use paid time off for part and not all of the unpaid time off.

The Library reserves the right to use employees to cover emergencies, special projects or to monitor building controls as needed. Payment for time worked during this week will be at the regular rate of pay.

The Library and the Union agree that this temporary closure and the subsequent details pertaining to it are non-precedent setting. The parties agree that no grievance will be filed or processed over its terms or the subjects dealt with herein.

AGREED:

Christina Christman
For the Union

Ronald Keston, President
For the Library

Date: 7-21-2011

Date: July 19, 2011

Memorandum of Understanding

Having met and discussed the issues related to the bargaining unit salary negotiations and insurance reopener, the Fairfield County District Library ("Library") and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 ("Union") hereby agree as follows:

In 2012, all bargaining unit salaries will be frozen at 2011 levels and employees will remain in same step they held in 2011.

At the time this reopener agreement is approved by both the Union and the Library (est. Nov. 15, 2011), all current bargaining unit employees not in a probationary status will be eligible for a one-time lump sum payment. Payments are not contingent upon an employee's salary or hourly wage. A direct deposit payment will be made to each eligible employee in the amount set forth herein: full-time employees \$625.00, part-time employees \$370.00, less normal employment related withholdings.

In addition, an adjustment to the Library Assistant I, Step 1 classification will be made to comply with upcoming changes in the state minimum wage law. LA I, Step 1 will be changed from \$7.67 to \$7.70.

Upon request in 2012, the Library will reopen salary negotiations for 2013 with the Union once funding has been established and prior to any increases in salaries for any Library employees.

Following health insurance committee meetings attended by management and bargaining unit employees, a new health insurance carrier was agreed upon in September, 2011. Since then, the Library's insurance agent has provided an option to offer health insurance to part time employees. A minimum of five employees must enroll before December 16, 2011 for the insurance plan to be activated at the costs proposed. Insurance coverage for all part time employees will be at full cost to the employee for coverage purchased on any health or other insurance related plans.

Said Memorandum of Understanding shall be in full force and effect upon execution.

Signed this 15th day of November, 2011.

AGREED:

Christina Christman

For the Union

Date: 11-7-2011

Ronald Keaton, President

For the Library

Date: 11/15/11

Memorandum of Understanding

The Fairfield County District Library (Library) and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 (Union) agree that all current library bargaining unit staff will receive a three percent (3%) pay increase beginning Sunday, April 1, 2012. All bargaining unit staff will remain in their same step. Increases are as follows:

ARTICLE XXIII - SALARIES

Pay Classifications	Current	3%	Pay Classifications	Current	3%
Library Assistant I			Library Assistant V		
Step 1	\$7.70	\$7.90	Step 1	\$13.10	\$13.49
Step 2	\$7.82	\$8.06	Step 2	\$13.37	\$13.77
Step 3	\$7.98	\$8.22	Step 3	\$13.64	\$14.05
Step 4	\$8.15	\$8.40	Step 4	\$13.93	\$14.35
Step 5	\$8.31	\$8.56	Step 5	\$14.19	\$14.62
Custodian			Library Assistant VI		
Step 1	\$9.74	\$10.03	Step 1	\$14.48	\$14.91
Step 2	\$9.93	\$10.23	Step 2	\$14.77	\$15.21
Step 3	\$10.13	\$10.43	Step 3	\$15.07	\$15.52
Step 4	\$10.34	\$10.65	Step 4	\$15.37	\$15.83
Step 5	\$10.54	\$10.86	Step 5	\$15.68	\$16.15
Library Assistant II					
Step 1	\$9.74	\$10.03			
Step 2	\$9.93	\$10.23			
Step 3	\$10.13	\$10.43			
Step 4	\$10.34	\$10.65			
Step 5	\$10.54	\$10.86			
Library Assistant III					
Step 1	\$10.76	\$11.08			
Step 2	\$10.97	\$11.30			
Step 3	\$11.18	\$11.52			
Step 4	\$11.41	\$11.75			
Step 5	\$11.64	\$11.99			
Library IV					
Step 1	\$11.87	\$12.23			
Step 2	\$12.10	\$12.46			
Step 3	\$12.35	\$12.72			
Step 4	\$12.60	\$12.98			
Step 5	\$12.85	\$13.24			

AGREED:

Christina Christman
For the Union

Marilyn Steene
For the Library

Date: 3/20/12

Date: 3-20-12

Memorandum of Understanding

The Fairfield County District Library (Library) and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 (Union) agree that all library locations will close from December 24, 2012 through January 1, 2013.

During the closure, all staff will be paid for holidays as negotiated. In addition, all library staff may submit vacation or personal leave requests to make up for the 22.5 or 10 hours of time not covered during this period by holiday pay. No vacation requests will be denied during this time period. The choice to use paid time off (2012 personal leave or vacation) must be submitted on a leave request form no later than November 1, 2012 or the time off will be unpaid.

In addition, a staff member who has exhausted their 2012 personal leave may schedule any or all of their 2013 personal leave to use during the closure week contingent upon his/her return to work in 2013. The choice to use 2013 personal leave must be submitted on a leave request form no later than December 20, 2012 or the time off will be unpaid.

Any employee may elect to be unpaid in lieu of using vacation or personal leave during this week. Any bargaining unit employee may elect to use paid time off for part and not all of the unpaid time off.

The Library reserves the right to use employees to cover emergencies or to monitor building controls as needed. Payment for time worked during this week will be at the regular rate of pay.

The Library and the Union agree that this temporary closure and the subsequent details pertaining to it are non-precedent setting. The parties agree that no grievance will be filed or processed over its terms or the subject dealt with herein.

AGREED:

Christina Christman
For the Union

Robert Steiner
For the Library

Date: 7-19-2012

Date: 7-17-12

Memorandum of Understanding

After a mutual agreement between the Fairfield County District Library ("Library") and OAPSE/AFSCME Local 4/AFL-CIO, Local #040 ("Union") to cancel the 2012 wage reopener, the Library Board and the Union hereby agree as follows:

In 2013, all bargaining unit salaries will be frozen at 2012 levels and employees will remain in same step they held in 2012.

All current bargaining unit employees not in a probationary status as of November 20, 2012 will receive a one-time lump sum payment, as set out herein: full-time employees \$700.00 and part-time employees \$350.00, less normal employment related withholdings. Checks will be issued by noon on Wednesday, November 21, 2012 to all eligible employees. Any check not picked up by 4:30 p.m. on November 21, 2012 will be mailed to each employee's address of record.

Upon written request in 2013, the Library will open contract negotiations with the Union.

Signed this 20 day of November, 2012.

AGREED:

Christina Christman
For the Union

Ronald Keaton, President
For the Library

Date: 11-20-2012

Date: 11/20/12

**STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD**

In the Matter of

OAPSE/AFSCME, Ohio Council 8, Locals 4 and 040,

Employee Organization,

and

Fairfield County Library,

Employer.

Case No (s). 2012-MED-10-1151

DIRECTIVE GRANTING MOTION TO DISMISS NOTICE TO NEGOTIATE

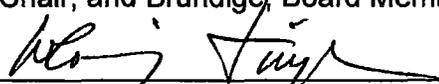
Before Chair Zimpher, Vice Chair Spada, and Board Member Brundige: December 13, 2012.

On October 4, 2012, the OAPSE/AFSCME, Ohio Council 8, Locals 4 and 040 (Employee Organization) filed a Notice to Negotiate for a reopener provision with Fairfield County Library (Employer). By email dated October 31 2012, OAPSE/AFSCME, Ohio Council 8, Locals 4 and 040 (Employee Organization) request to Withdraw the Notice to Negotiate. The basis of their request is that the parties do not wish to negotiate the reopener contained in their collective bargaining agreement at this time.

The Board grants the Employee Organization request to withdraw and dismisses the Notice to Negotiate.

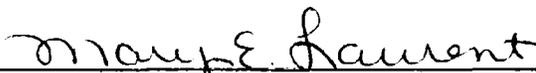
It is so ordered.

ZIMPHER, Chair; SPADA, Vice Chair; and Brundige, Board Member, concur.



W. CRAIG ZIMPHER, CHAIR

I certify that a copy of this document was served upon each party's representative by electronic mail this 18th day of December, 2012.



MARY E. LAURENT, ADMINISTRATIVE ASSISTANT