

# **LORAIN PUBLIC LIBRARY SYSTEM**

## **Lorain, Ohio**

Minutes

Friday, April 17, 2020, 5:00 p.m.

Streaming on the Library's YouTube Channel

### **Special Business Meeting to Discuss Personnel Matters**

#### **Roll Call**

Dr. Tomas called the meeting to order at 5:13 pm.

Present: Dr. Badillo, Col. Belanger, Ms. McClelland, Ms. Schiemann, Ms. Snipes, Ms. Torres, and Dr. Tomas

#### **#2020-023 Approval to Enter into Executive Session**

Ms. Snipes moved, Col. Belanger seconded to approve adjourning to Executive Session to review labor negotiations with public employees concerning their compensation and other terms and conditions of their employment.

Reconvened 5:34 pm

#### **#2020-024 Approval of Tentative Collective Bargaining Agreement**

Col. Belanger moved, Ms. Torres seconded to approve the tentative Collective Bargaining Agreement between Lorain Public Library System and District 1199 Service Employees International Union dated April 1, 2020, through March 31, 2022, with the new salary scale retroactive to April 1, 2020.

#### **#2020-025 Resolution Concerning Employee Compensation During the Library's Closure to the Public Due to COVID-19**

Be It Resolved,

Due to the ongoing, nationwide health emergency involving the coronavirus, and upon the recommendations of the Governor of the State of Ohio the Director of Health of the State of Ohio recommendations of the Governor of the State of Ohio, the Director of Health of the State of Ohio, the Center for Disease Control (CDC), the Director of the National Institute of Allergy and Infectious Diseases (NIAID) of the National Institute of Health (NIH), and others, in an effort to limit and slow the progression of the coronavirus and to protect the public health.

- The Lorain Public Library System closed to the public at 6 pm on March 13, 2020 and will remain closed until May 4, 2020 or until such other time as the Executive Director, CEO, determines is in the best interests of the Library, its patrons, and employees to resume operations.

- LPLS employees will receive pay for their regularly scheduled standard hours, Sunday hours excluded, at least through May 1, 2020.
- Any employee who has already scheduled PTO (paid time off) or sick time during this time period will not need to use it.
- From March 16-April 5, 2020, non-management staff are paid at their regular rate of pay, except for employees in the Fiscal Office and Public Relations Office. These employees are paid time and half for actual hours worked approved in advance by the CEO from March 14-April 5, 2020.
- Beginning April 6, 2020, non-bargaining unit staff work as needed during the time when the library buildings are closed to the public at their regular rate of pay.
- The Assistant Fiscal Officer is paid time and a half for actual hours worked and approved in advance for the pay period April 6-April 18, 2020.

Ms. Torres moved, Ms. Schiemann seconded to approve the employee compensation during the Library's closure to the public as resolved.

#### **#2020-026 Approval of Memorandum of Understanding**

Ms. Torres moved, Col. Belanger seconded to approve the Memorandum of Understanding between Lorain Public Library System and District 1199 Service Employees International Union to set forth expectations regarding work during the Library's closure to the public through May 1, 2020.

#### **#2020-027 Appointment of Chief Fiscal Officer**

Col. Belanger moved, Ms. Torres seconded to appoint Lisa Crescimano, Chief Fiscal Officer, beginning on May 1, 2020, through the 2021 Organizational Meeting upon execution of a surety bond in the amount of \$100,000.

**Adjournment Time: 5:39 pm**

**Next Meeting:**

Attest: *Jaralynn Tomas*, President

*Ethel M Schiemann*, Secretary