

Metropolitan Detroit Professionals

UAW-Local 2200
5201 Woodward Avenue
Detroit, Michigan 48202



Thursday, March 03, 2011

Ms Trinee Moore
Associate Director for Human Resources
Detroit Public Library

Dear Ms. Moore:

The Union is in receipt of your letter dated Thursday, March 03, 2011. This letter references the work force reduction in APL. The Union is interpreting the APL and POOL language in Article 15 Layoff and Recall differently than the Administration; therefore we are requesting an immediate step three grievance hearing on this matter.

Please provide our local with three different dates and time when this meeting can be held in order for our local to request the presence of our International Representative, Tony Feyers.

Mr. Feyers will be advocating on behalf of our local.

Thank you.

A handwritten signature in dark ink, appearing to read 'Michael Wells', is written over the 'Thank you.' text.

Michael Wells, President UAW LU 2200

C: file ✓

Tony Feyers, UAW Region One International Representative
Dorothy Jean Williams, UAW LU 2200 Vice President
Sue Nairn, APL Unit Chair
Joan Brand, POOL Unit Chair



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VIA FACSIMILE

April 6, 2011

Tony Feyers
UAW Region One International Representative
27800 George Merrelli Drive
Warren, MI 48092-2767

Re: APL Bumping

Dear Mr. Feyers:

This letter will summarize the discussion at the grievance meeting on March 30, 2011 in which the parties discussed the procedures to be used for layoffs under the UAW APL and POOL Agreements. The parties agree that under Article 28 of the Agreement between the Detroit Library Commission and the Association of Professional Librarians that seniority as defined in 28.01 will be the length of continuous service in those classifications which are covered by the APL Agreement. That seniority date will control as to layoffs within the APL unit.

If an employee is laid off from the APL unit, then pursuant to 27.12 the employee shall bump back into the POOL unit with all the seniority they had in the APL unit. That seniority will include any seniority they accrued as a POOL member prior to promotion to the APL unit and any seniority accrued while in APL. It will not include any time in a position at the Library other than POOL or APL positions. Please confirm your understanding of this interpretation or let me know if you have any questions.

Thank you.

Very truly yours,

Timothy H. Howlett

THH:pjt

cc: Trinee Moore (via e-mail)

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