

March 2, 2011

REVISED 3.7.2011 (paragraph # 3)

Jo Anne G. Mondowney
Executive Director

Mr. Michael Wells, President
UAW-LU2220
Detroit Public Library
5201 Woodward Avenue
Detroit, MI 48202

Dear Mr. Wells:

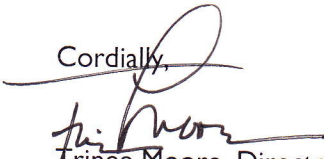
This letter will serve to resend the Administration's position regarding, UAW-POOL Contract, Article 20.03: New Positions, Classifications and Job Upgrading, regarding the status of librarian positions associated with the Knight Foundation Grant. Effective immediately, these positions will be considered under the scope of the UAW-POOL bargaining Unit.

The temporary employees hired to fill the Librarian II and Librarian III Specialist position will be separated from DPL service, effective March 19, 2011. A severance package for the separated employees will include retro holiday pay, the employer contribution for hospitalization, and if eligible, earned vacations pay.

The vacant positions will be available to seniority UAW members consistent with UAW-POOL CBA, **Article 15.03- Layoff and Recall:** *Any employee holding seniority within the Unit shall have the right to replace any other employee with less seniority beginning with the least senior employee in the same or lower professional job classification provided the employee possesses the qualifications to perform the work of the classification held by the less senior employee.*

This settlement is for the above cited grievance and is without precedent to any past, present or future matters/grievances that may come before the parties. The actions taken in settlement of this grievance are not meant to establish a practice or right to be utilized or expected in other matters/grievances.

Cordially,



Trine Moore, Director
Human Resources

C: J.G. Mondowney, Executive Director
J. Machie, Deputy Director
M. Bruni, Assistant Director, Branch Services
Tony Feyers, UAW Region One International Representative
Dorothy Jean Williams, UAW, LU 2200, Vice President
Sun Nairn, APL Unit Chair
Joan Brand, POOL Unit Chair