

Trinee Moore,
Director Detroit Public Library
5201 Woodward Avenue
Detroit, Michigan 48202

Monday, March 21, 2011

Ms. Trinee Moore:

The issue of honoring both APL and POOL Article 38 *Working Conditions and Shift Premium* specifically 38.01 in both contracts, which states that "The normal work day shall consist of one (1) shift of eight (8) hours with thirty (30) minutes for rest period and a sixty (60) minute meal break included in this shift". "It is understood that the Employer will make a reasonable effort to make it possible for employees to have uninterrupted rest and meal breaks or to leave their agencies during those periods".

The Union also recognizes that the Employer is committed to Article 17 in both contracts *Level of Staffing*, Section 17.01 in these articles states that "The goal of the Employer is to have at least three (3) librarians in every agency as long as service needs, determined by the Employer, is best accomplished by this level of staffing". "The Employer will continue to work toward achieving this goal when it is financially feasible to do so. The Union and the Employer know that during our current financial crisis this goal is not "financially feasible". However, as economic conditions improve and the Detroit Public Library realigns its service points to its current staffing and budget conditions there will again come a time when this goal is met and the need to implement any of the options supported by the Administration as presented to the Branch Services meeting of May 13, 1999 will again become moot.

Until such time that Article 17 is fully honored our local is prepared to support the Administration's position in this matter as presented to the Union by the Assistant Director for Branches at our Step Three Grievance hearing held on Wednesday, March 9, at 3:00 PM. At that meeting both Management and the Union agreed that this issue was a particularly vexing problem, one that is not easily solved.

The minutes from the Branch Services meeting of Thursday, May 13, 1999 will serve as the bases for this settlement, which is as follows and are not ordered in any priority:

- Close agency down with notification to Branch services
- Leave agency open and say librarian is unavailable between hours ____ and ____
- Leave agency open and tell staff to come get you to answer questions then add that time to your lunch
- Call Branch Services for a substitute

APL Article 26 Professional Responsibilities reminds both the Employer and the Union of our mutual responsibilities. APL 26.02 states that "As part of management, employees are responsible for the general administration of their departments or offices within the broad policies determined by the Director and the Commission." So Managers will determine, which of the four options as listed above they will choose on any particular day to comply with both APL and POOL Article 38.01 and the long standing past practice of not opening a branch library to the public when a librarian is not present.

Our Local now considers this matter resolved to the mutual interest of both parties.

Regards,

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