



CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
Tel. 498-9024

PERSONNEL DEPARTMENT
MICHAEL P. GARDNER,
Director

MEMORANDUM

TO: Robert W. Healy
City Manager

FROM: Michael P. Gardner
Personnel Director

DATE: December 21, 1990

SUBJECT: Council Order #9, 11/19/90, Re: Senior Substitutes at the
Cambridge Library

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This Council Order addresses a miscommunication which occurred between the Cambridge Library union and some of that union's members, who are part time senior substitutes. Earlier this year, the City and the Library union reached agreement about a new contract between the City and Library employees represented by the union. That agreement changed certain sick leave provisions in the contract, affecting full time employees. It made no change in the language affecting part time employees.

The document prepared by the City, representing the actual agreement itself, made this distinction clear. That document was distributed to all the union members, including senior substitutes, by the union. Unfortunately, another document, prepared by the union, as a summary of the provisions of the new agreement failed to include the qualifier language that the change only applied to full time personnel. This was an inadvertent omission.

In an attempt to address the problem the City and the union have recommenced bargaining, in an attempt to see whether, in return for other considerations, it would be appropriate for the City to agree to some change in the sick leave rules concerning part time library employees. Those negotiations are on-going.

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OFFICE OF THE CITY MANAGER

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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

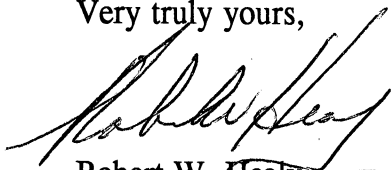
RICHARD C. ROSSI
Deputy City Manager

January 7, 1991

To The Honorable, The City Council:

Attached, please find a response from Michael P. Gardner, Personnel Director, relative to Awaiting Report Item No. 75, regarding Senior Substitutes at the Cambridge Library.

Very truly yours,


Robert W. Healy
City Manager

RWH/mev
attachment

Agenda # 18 S- 79

Awaiting Report Item Number 75 regarding
Senior Substitutes at the Cambridge
Library.

In City Council,

January 7, 1991

Placed on file