

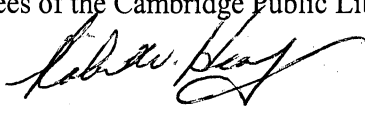


CITY OF CAMBRIDGE • EXECUTIVE DEPARTMENT

Robert W. Healy, City Manager Richard C. Rossi, Deputy City Manager

July 17, 2001

Memorandum

To: Friends, Supporters and Employees of the Cambridge Public Library
From: Robert W. Healy, City Manager 
RE: Status of Collective Bargaining with Cambridge Public Library Staff Assn.

The following is an update to my last Memo, dated April 30, 2001 on the status on negotiations with the Cambridge Public Library Staff Association.

I am happy to report that we continue to make progress. After a mediation session on June 15, 2001 all the issues were resolved except one. As I reported previously, we have reached agreement over wages and benefits some time ago. The wage package includes a 3% increase retroactive to July 1, 2000, further increases for the next two years, and an adjustment for those affected by the Living Wage Ordinance effective March 1, 2001. The wage package also includes a major realignment of wages, through position reclassification for a large majority of the union membership, effective April 1, 2001.

We have reached agreement over dress standards (by agreeing to maintain the status quo). We have reached agreement over virtually all aspects of the drug and alcohol testing language, with one exception.

The only issue separating us is the level of breath alcohol that will represent a positive test for alcohol. We have proposed .04. The union has countered with .08, which is the legal standard for drunk driving.

Because .04 is a level at which some impairment is quite likely and because, in all of our other union contracts, .04 (or lower) is the standard for a positive test, we have been unwilling to accept any higher standard. For their part, the union has also resisted any change from their position that any reading below .08 would be a negative test.

This single issue will now go to factfinding, a process where a third party neutral holds a hearing, takes evidence, and make findings of fact and recommendations for settlement. After receipt of the factfinder's report, the parties commence bargaining again, with the benefit of the factfinder's findings and recommendations. We hope to conclude that process sometime this summer or fall, so that, hopefully the matter can be resolved and our agreement implemented before the winter.

We have renewed our offer to have the union membership vote on all the rest of the agreement in advance of factfinding so that, if approved, the wage increases and other improvements in benefits could be implemented now, but the union bargaining committee has not yet agreed to such an approach.



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Communication from Robert W. Healy,
City Manager, relative to the status
of collective bargaining with Cambridge
Library Staff Association.

July 17, 2001