

Day 12 Update  
Wednesday, August 13  
9 am to 12 pm

Management Attendees: Peter Jones (outside counsel), Kathy Weinberg (Board President).

Labor Attendees: Jeremy Jordan, Joyce Wheatley, Asia Bonacci (PSA Negotiating Team), John Tevares (UAW Local President), Shelby Buche (SSA Steward and Observer), Lonnie Everett, UAW Region 9 International Representative.

***The UAW PSA team is committed to open and transparent bargaining and agrees to give members regular updates. The team also agrees to negotiate only when 2/3 of the PSA negotiating team members are present.***

**PLEASE NOTE: The team is still looking for a 4th member.**

Next meeting TBD pending scheduling and team availability, but could be as early as next week.

Management arrived at 9:23.

Management began discussion about wage compression and whether these are relevant concerns. Management also brought up data from their market research, current recruitment and retention, and how this led to their determination that PSA are fairly compensated already.

Management also indicated that County budget concerns have affected their compensation proposal.

Labor responded by saying that competitive wages help with recruitment and retention. Wage compression will occur between Library Assistants and Librarian Is, especially, following the living wage increase, and it will ignore relevant differences between the two positions (e.g. degree requirements and job responsibilities as they are laid out by civil service). Labor reiterated that PSA is supportive of the living wage increase but feels that wage compression is a very real concern.

Labor asked if Management had a counter proposal available for the last compensation proposal (Labor's, presented on 7/28/25). Management said no, they hoped we had another proposal. Labor presented a counter (attached) and both groups went into caucus. Note that the new counter proposal covers a three year contract.

Bargaining resumed at 10:30 am.

Management shared counter proposal (attached, dated by Labor).

Management explained that their proposal was in keeping with what they thought the Board would approve, amidst County budget concerns.

Labor asked if Management had watched Director Currie's presentation to the County government operation committee on August 7. Management said they had not, but that they were aware of Director Currie's presentation. Labor cited a moment from the presentation when Liaison Rich John noted that the Library was negatively affected by budget and that the Legislature should keep that in mind when making budgetary decisions for 2026. Labor reiterated that the County is supportive of the Library and has a vested interest in seeing it succeed as an organization.

Labor asked Management to explain why their proposal did not include retroactive raises, which is a practice that extends past three decades. Labor stated that their membership would not agree to a contract that does not include retroactive raises, and that the commitment to such ensures that Management is bargaining in good faith.

Labor discussed their proposal and its connection to current TCPL budget, especially fund balance from unfilled staff lines, and cost of living increase in Tompkins County (34.5% since 2023).

Management agreed to come with another counter proposal on compensation to start the next bargaining session, date TBD.