

**TCPL Proposal – PSA Negotiations -- Package Proposal 9/30/2025**

- General Wage Increase (GWI) -- effective upon ratification – 2% to base
- GWI effective 1/1/26 – 2% to base
- GWI effective 1/1/27 – 2% to base
- Lump sum payment to each bargaining unit member on the payroll on the date of ratification of \$~~1,000,680~~
- Union accepts Library proposal on Article 7 (below)
- Additional Optional Proposal (this last proposal can be accepted or removed from the package): Parties withdraw PERB charges related to alleged IP's from bargaining in Summer of 2024 (these two charges only); this package proposal is offered with or without this mutual withdrawal and does not relate to any other PERB charges filed by the Union or the Library

**TIMECARDS, TIME KEEPING, AND ATTENDANCE**

A. Each employee's time records shall be recorded daily unless prevented by reason of absenteeism. Time in and out shall also be recorded each day as a basis for calculating inconvenience pay.

B. Closing shifts may end fifteen minutes after the Library closes to the public.

C. Employees must report unscheduled absence or tardiness as early as possible by contacting the Business Office ~~or the equivalent designated by the Library by phone at 607-275-1570~~ and giving the following information:

- Name
- Length of time expected to be absent

Absences and tardies submitted to the Business Office shall be debited from the employee's sick time balance ~~or other balances as appropriate under Article 16.~~

D. Employees are not entitled to leave in excess of their benefit time, statutory leave, or unpaid leave authorized in the discretion of management as set forth expressly herein.

~~Benefit time deficits may be cause for disciplinary action, up to and including termination.~~

~~Benefit time deficits or other related issues during the probationary period may result in termination.~~