

TCPL Proposal – PSA Negotiations -- Package Proposal 10/30/2025

- General Wage Increase (GWI) -- effective 1/1/2025 – 2.25% to base – retroactive pay payable to bargaining unit employees on the payroll and actively employed on the date of ratification
- GWI effective 1/1/26 – 2.25% to base
- GWI effective 1/1/27 – 2.25% to base
- Lump sum payment to each bargaining unit employee on the payroll and actively employed on the date of ratification of \$500
- Union accepts Library proposal on Article 7 (below)
- Grievance No. 25 resolved and withdrawn (see attached)
- 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. Where new or additional timekeeping equipment affecting employees is being considered, the Library agrees that it will consult the Union as early as possible prior to its purchase or rental, provided that the The Library shall have the right to use time recording systems and change time recording systems and methods in its discretion. Employees will be allowed to correct/enter their time manually to the extent the time system entries are incorrect or the automated time system is not available under the circumstances. Concerns recording time entry and recording will be addressed in Labor-Management.

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 and giving the following information:

- Name
- Length of time expected to be absent