

Labor 5/18/26 ~ 4pm

Labor Grade	Title	2025 %	2025 Wage	2026 %	2026 Wage	2027 %	2027 Wage	Current Cost	New Cost
2	Page	13.1%	\$24.82	3.0%	\$25.56	3.0%	\$26.33	\$45,172.40	\$2,748.20
4	Library Clerk	10.2%	\$26.00	3.0%	\$26.78	3.0%	\$27.58	\$47,320.00	\$2,875.60
6	Senior Library Clerk	7.0%	\$29.09	3.0%	\$29.96	3.0%	\$30.86	\$52,943.80	\$5,096.00
8	Volunteer Coordinator	6.0%	\$30.00	3.0%	\$30.90	3.0%	\$31.83	\$54,600.00	\$4,914.00
10	Library Assistant	5.0%	\$31.70	3.0%	\$32.65	3.0%	\$33.63	\$57,694.00	\$5,605.60

**Article 1:**  
 For the life of this contract only, in the event the Tompkins County Workers Center updates the Tompkins County Living Wage data and calculates a living wage above the currently agreed upon hourly wage of the lowest paid bargaining unit member, the updated wage will be applied to all relevant employees retroactive to January 1, of the year for which it was calculated. This will be reviewed on or before May 1, 2027, in a good faith effort to maintain Living Wage for all library staff.

**Article 2:**  
 In addition, a one-time stipend of \$1000 will be granted to every unit member at ratification, along with 12 hours of Compensatory Time for each member of the unit.

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*Handwritten signatures and initials:*  
 - Top left: *Samuel O. ...*  
 - Middle left: *Arthurd Wall*  
 - Middle left: *Ann ...*  
 - Middle left: *MAW ...*  
 - Bottom left: *Kathy ...*  
 - Bottom center: *CD*