TRUSTEES OF FORBES LIBRARY  
Executive Session of May 19, 2011

Present: Mr. Adams, Ms. Barone, Ms. Burnham, Mr. Carrier, Ms. Downing  
Ms. Hess, Mr. Morin, Ms. Moulding, Mr. Rowe.

Forbes Library Employee Association (FLEA) Negotiations

At 5:05 PM, Mr. Rowe moved that the Trustees go into executive session  
to discuss negotiations with FLEA. Ms. Hess seconded the motion, which  
was passed unanimously, with Mr. Adams, Ms. Burnham, Mr. Carrier, Ms.  
Hess, and Mr. Rowe all voting in favor. The Trustees invited Ms.  
Barone, Ms. Downing, Ms. Moulding, and Mr. Morin to remain as guests at  
the executive session. Mr. Adams, Ms. Barone, Ms. Burnham, Mr. Carrier,  
Ms. Downing, Ms. Hess, Mr. Morin, Ms. Moulding, and Mr. Rowe were  
present during the executive session. The Trustees discussed the  
negotiations with FLEA. No votes were taken during the executive  
session.

The FLEA contract provides for 3.5% step raises and 2% cost of living  
increases annually. The Trustees negotiations subcommittee requested  
that FLEA give up one or the other this year. FLEA members have  
foregone their step raises for the past 2 years, and last year they  
accepted just the 2% cost of living increase. This year, FLEA said that  
they would be willing to give up the 2% cost of living increase, but  
retain their 3.5% step increases. They also requested a one-time payout  
of 1% of their FY11 salary, a total of $8,489. There is a budget  
surplus of approximately $10,000 this year due to the energy savings  
from the ESCO work done in the fall and the switch from oil to natural  
gas. Forbes is allowed to retain the FY11 energy savings, but future  
year savings must be returned to the city budget. Ms. Moulding and the  
Trustees had hoped to use this money to keep the library open on  
Saturdays this summer, but feel that the library staff is very  
deserving of raises and have already sacrificed their raises for two  
years in order to avoid lay-offs and further closings. Therefore, the  
negotiations subcommittee recommended that the Trustees approve the  
3.5% step raises and one time pay-out of 1% ($8,489) to FLEA members.

The Trustees expressed concern that intermittent part-time workers do  
not get step raises, and make less than the minimum living wage as  
determined by the city’s Living Wage Coalition and approved by the city  
council as a non-binding resolution. The Trustees suggested determining  
the dollar amount required to pay all Forbes workers a living wage and  
sending a letter to the mayor and city council asking for the funding.

At 5:18 PM, Ms. Hess moved that the executive session be ended and the  
regular meeting reconvened. Mr. Rowe seconded the motion, which was  
passed unanimously, with Mr. Adams, Ms. Burnham, Mr. Carrier, Ms. Hess,  
and Mr. Rowe all voting in favor.

Mr. Adams made a motion to approve the recommendations of the  
negotiations subcommittee. Mr. Rowe seconded the motion, which was  
passed unanimously.

Respectfully submitted,  
Elizabeth Barone, Secretary