

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is incorporated as part of the Collective Bargaining Agreement ("CBA") currently in place between the Dayton Metro Library ("Library") and the Dayton Metro Library Staff Association ("DMLSA" or the "Union"). To better serve both parties' concerns the parties agree to this Memorandum of Understanding that amends and supplements the CBA as follows:


1. Wage scales for all bargaining unit members will continue to be frozen at January 1, 2009 rates. Pay increases scheduled for July 1, 2009 will be delayed until January 1, 2010.
2. Each bargaining unit employee will be required to serve a five day unpaid furlough, (40 hours for full-time staff, prorated for part-time staff) based on the Furlough Guidelines attached hereto as Exhibit A.
3. The Library agrees that there will be no involuntary separations except for dismissals for cause until December 1, 2009. If Reductions in Force (RIFs) are required, they can be processed beginning in November 2009, but the termination date cannot be before December 1, 2009.
4. The Library will promptly implement the retirement incentive program approved by the Board of Trustees on July 22, 2009.
5. Effective November 15, 2009 the parties agree to reopen their discussions concerning concession bargaining due to the financial condition of the Library.
6. This Memorandum of Understanding will expire at the conclusion of the current Collective Bargaining Agreement or as amended during the scheduled reopening of Article 36 and Article 42 unless made a part of the new Agreement or resigned as a Memorandum of Understanding for a new Agreement.
7. As this Memorandum of Understanding was already ratified by DMLSA membership, it becomes effective upon execution by the parties affixing their signatures, provided that such execution happens before 1 September, 2009. After that, membership must re-ratify any agreement.

Dated this _____ day of August, 2009

For the Library

For the Union

(Signature)



(Signature)

(Name)

Richard R Robinson, President

(Name)