

Memorandum of Understanding (MOU)
Between City of Rapid City And
Council 59, Local 1031, American Federation of State, County, and Municipal Employees AFL-CIO

This Memorandum of Understanding is entered into between the Rapid City Public Library Board of Trustees, hereinafter called "Board", and American Federation of State, County, and Municipal Employees, Council 59, Local 1031, hereinafter called "AFSCME".

WHEREAS, the Board entered into a contract with AFSCME covering the period from January 1, 2014 to December 31, 2017, hereinafter called the "Agreement"; and

WHEREAS, no provision in the Agreement concerns or contemplates an on-call arrangement wherein City can designate on-call personnel to address emergency coverage at the libraries on Saturdays; and

WHEREAS, the parties believe it to be in their best interests to amend the Agreement with an Article Thirty-Eight which agrees on rules for the use and implementation for designating on-call status employees on a limited basis.

NOW, THEREFORE, the parties agree that the following Article Thirty-Eight will be added to the Agreement:

- I. **It is mutually agreed and understood by all parties that the following Article Thirty-Eight is hereby added to the Agreement:**

Article Thirty-Eight
On-Call Status

38.01 **On-Call Status:** An On-Call arrangement shall be established as an option for emergency coverage at the libraries on Saturdays. This article is not a guarantee that on-call designated staff will be scheduled; this is an option for scheduling to be used at the discretion of the Board/and or library management. Of the departments regularly scheduled for Saturdays (Public Services, Circulation & Technical Support, and Branches), each department can opt-in with a majority vote of the staff from

that department; members of all departments opting in will be placed in the pool of on-call employees except as provided for in Section 38.07. From the pool of qualified employees, one employee will be scheduled as On-Call as part of employee's regular scheduled hours. The employee shall give the City a local telephone number where the employee can be reached before 2 p.m. on Saturdays and shall be ready to respond promptly to any calls to work.

38.02 An employee shall receive one and one-half (1 ½) hours pay at straight time at employee's hourly rate for such On-Call duty, regardless of time worked.

38.03 Payments under 38.02 for On-Call duty shall not be considered in determining overtime.

38.04 Hours actually worked shall be credited on the day worked. Hours actually worked will be considered part of the employee's regular hours or regular week under 31.01(c) and will be credited toward overtime as provided in Article Thirty-One.

38.05 In the case of absence on Saturday by a member of the department(s) participating in the On-Call Status (before 2 p.m.), the Evening/Weekend Supervisor on-duty will call in the On-Call employee to fill the vacancy for the remainder of the shift.

38.06 On-Call status effectively expires at 2 p.m.; absences after this time will be handled by staff and supervisor present.

38.07 Opt-out. On-Call status will normally cycle through all employees in participating departments. However, any employee regularly working fewer than 40 hours in a week (fewer than 2080 hours in a calendar year) may voluntarily opt out of the pool of qualified employees. Additionally, a certain number of employees may voluntarily opt out, based on the total number of employees participating under section 38.01; if 10 or fewer employees participate, one person may opt out of being in the on call rotation; two opt-outs for up to 15 employees; three opt-outs for up to 20 employees; four opt-outs for up to 25 employees; and five opt-outs for more than 25 employees. Employees will be given the option to opt-out in order of seniority, with each employee asked in turn until all opt-out spots have been claimed or all employees have been asked. An employee who has opted out of On-Call may be added back to the rotation by requesting it of his or her supervisor; an employee opting back in may have to wait until current schedules have run their course in six weeks or more.

38.08 Departmental Participation: Prior to January 1, 2014, each department will vote on participating in on-call scheduling. Departments that opt-in will participate for a 6 month period. After July 1, 2014, departments may change their participation status; status change (opting in or opting out) will take six weeks to occur.

II. Effective Date and Signature

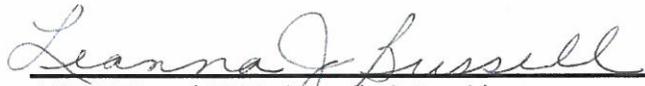
This MOU shall be effective on January 1, 2014 and shall continue until December 31, 2017. The Board and AFSCME indicate agreement with this MOU by their signatures.

Dated this 8 day of November 2013.

CITY OF RAPID CITY PUBLIC LIBRARIES BOARD


Chair of the Board of Trustees

RAPID CITY PUBLIC LIBRARIES EMPLOYEES LOCAL 1031,
COUNCIL 59, AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEES AFL-CIO


AFSCME Local 1031, Council 59, President


AFSCME Local 1031, Council 59, Chief Steward