

AWARD

Based on the rationale set forth in the preceding Opinion Section, the Arbitrator finds that the Agency did violate applicable provisions of the Master Collective Bargaining Agreement (Jt.Ex.1) when it acted to forestall and preclude engaging the Union in impact and implementation bargaining pertaining to issues attendant to the reorganization of its Library Network. In so finding, the Arbitrator rules to sustain the substance of the grievance but, as indicated in the preceding Opinion Section, ordering the remedies initially sought by the Union is, at this point in time, not viable. As further indicated in the preceding Opinion Section, the Arbitrator orders the following:

- Should there exist at the present time, or arise in the future, issues attendant to the reorganization of the Agency's Library Network that directly affect and may potentially have an adverse impact on the working conditions of bargaining unit employees, the Agency is ordered to engage the Union in impact and implementation bargaining in a timely manner.
- The Arbitrator retains jurisdiction of this matter until such time as any related impending issues encompassed by this grievance are resolved. Should any related issues remain unresolved and those issues be remanded to the Arbitrator, the Arbitrator shall either render a final and binding decision or, at the mutual requests of the Parties, attempt a mediated settlement of the issue or issues.

SUBSTANCE OF GRIEVANCE SUSTAINED


George Edward Larney
Arbitrator

Chicago, Illinois
February 15, 2008