



presents this award to

**Association of Public Library Employees UAW 5242
&
Toledo-Lucas County Public Library**

in recognition of their successful Joint Labor-Management Cooperation Process and in conjunction with their EI Flag Award.

The integrity of the Labor-Management Cooperation process is preserved insofar as the following criteria continue to be satisfied:

- the Working Council for Employee Involvement sanctions the process,
- there is joint participation of both Union and Management, and
- the process is mature and ongoing.