

## NEVER ON SUNDAY, EXCEPT...

by Jim Keckeisen, General Reading Services

In a fine display of staff solidarity, clerical and professional workers combined forces at 2:00 p.m. on Sunday, July 25, to protest the recent whim of the Board of Library Commissioners -- involuntary, non-compensatory Sunday schedules. The protest, a mass picketing of Board President Pietro Vitale's home in Brentwood, was coordinated and accomplished in an effective and orderly fashion. About 150 library staff members, friends, and family marched outside Vitale's house, carrying assorted signs which expressed the opinions of the day: "I GO TO CHURCH ON SUNDAY; WOULD VITALE WORK ON SUNDAY?; DON'T RIP OFF OUR BRANCH," etc.

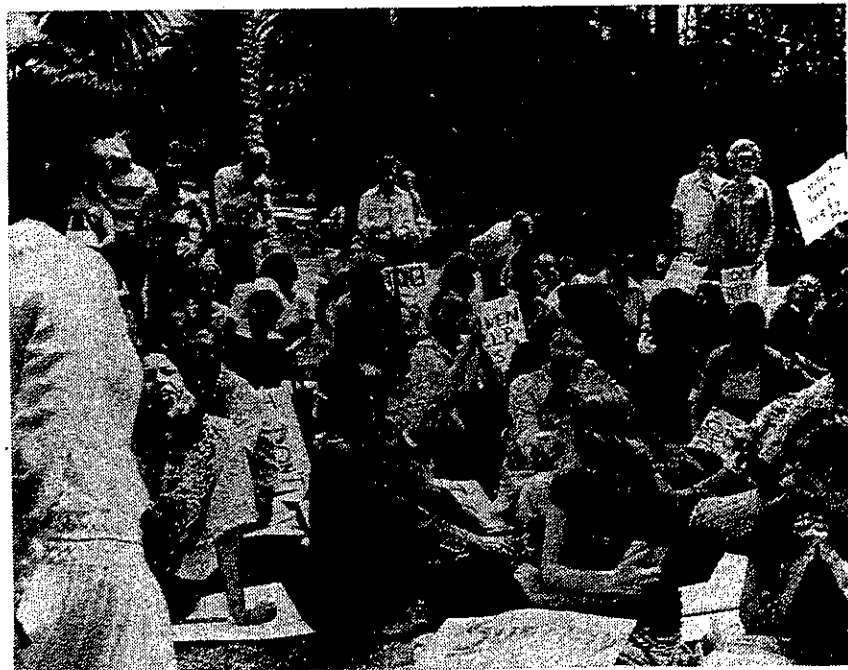


After the hour-long march, a Sunday service-rally was held on a shady island/park located a half block from Vitale's home. Sherry Smith led a prayer, calling for the end of staff oppression, and an impromptu choral group led the relaxed crowd in song. Speaking to the crowd, Librarians' Guild President Jane Ellison stated that the idea of Sunday library service is essentially a good one. However, library staff should only be required to work Sundays on a voluntary, premium-pay basis. Jane pointed out that a survey of other library systems with Sunday hours revealed that those systems pay time-and-a-half to employees scheduled on a voluntary basis, or utilize extra part-timers. If LAPL Sunday hours are in fact initiated under present plans, Jane added, "The library will close community branches in order to have only seven regional branches opened on Sundays."

The demonstration was covered by the media (and also by a few plain-clothes officers from the LAPD Labor Detail). It was televised on the evening news on Channel 2 and Channel 4, and was shown again the following morning on Channel 4's Today show. KFWB radio carried an interview with Jane. Los Angeles Vanguard printed an article on the protest, written by Anna Sklar, in its July 30 - August 6 issue.

This cooperative effort between clerical and professional staff marks a new milestone in LAPL history. Witnessing Messenger Clerks and Principal Librarians marching side by side, I couldn't help feeling a new respect for my fellow library staff members, a respect that stems from a spirit of mutual cooperation and concern. And, judging from the positively overwhelming response to the issue of Sunday hours, it appears that the staff is willing and able to intelligently question hasty administrative decisions, to assert reasonable demands for managerial recognition of its needs, and to firmly say NO when unfair advantage is, indeed, taken.

Ed. Note: Thanks to all the people who helped organize, made signs, and turned out for the demonstration.



P.S. The Commissioners backed down!

Photos courtesy  
of Joyce Albers,  
Felipe de Neve

## IV. The Politically Active Years, 1977-1979

**1977:** A new era for the Guild began in 1977. After three years of strong leadership, Jane Ellison stepped down as President. Leslie Wiseman (Nordby) took up the reins. Alice Henninger succeeded Billie Connor as Communicator Editor. Other Executive Board members included Sherry Smith (Sanchez), Gloria Komaba, Larry Oppenheim, Diana Brand, and Joyce Elliott. Chief Stewards were Joyce Albers and Martha Mashman. In August the report of the Blue Ribbon Committee on the feasibility of a new Central Library went to the Mayor.

The MOU for 1977/78 included 5.6% salary increases, improved health insurance, full dental benefits, and increases in the City's contribution to retirement benefits.

**1978:** The first half of 1978 was dedicated to fighting Proposition 13. Proposition 13 was an initiative sponsored by Howard Jarvis and several homeowner associations. It placed limits on the property tax in order to substantially reduce the tax bills of homeowners. One result, of course, would be a corresponding substantial reduction in revenues to cities and a cut in services. The Library Department was instructed to prepare a budget reflecting a 30% decrease in revenue.

A 30% reduction in funds would mean the closing of ten branch libraries (Cypress Park, Brentwood, Jefferson, J.C. Fremont, John Muir, Junipero Serra, Loyola Village, Malabar, Memorial, and Studio City) and cut hours for all the rest. Bookmobiles, Service to Shut-ins, and CETA would be gone. There would be major cuts in Central Library staff and support service staff also, plus, of course, cuts in materials funds, supplies, etc. A disaster loomed.

Proposition 13 passed despite strenuous efforts by Guild members who contributed money, walked precincts, and staffed phone banks.

On July 7, 1978, Guild President Leslie Wiseman (Nordby) resigned. She left the library to work in the private sector. Vice-President Annamary Giagni succeeded to the Presidency.

To fight proposed layoffs, the Guild prepared information packets for each Council member showing exactly what impact layoffs would have on each branch in the district and even included brief biographies of layoff victims. These were distributed on Tuesday, September 5, to each Council office. On Thursday, September 7, 200 Guild members and friends picketed City Hall to protest layoffs. The following Monday, the City Council voted

### **10-0 for no layoffs for the library!**

The effects of Proposition 13 began to be felt as vacant positions were not filled and the new 8:00 p.m. closing impacted the public. Morale plummeted.

**1979:** Guild members were becoming politically active and politically astute. They began to expand their efforts beyond city limits. Sacramento and Washington, D.C. were both visited by Guild members. At home, members walked precincts and staffed phone banks. The Guild endorsed City Council candidates and supported them with money and campaign workers.

The effects of Proposition 13 began to press even harder on the library. The Board of Library Commissioners rejected the mayor's call for a 25% cut in the budget, and the Board President and Wyman Jones both lobbied the City Council for a better budget.

In the summer, contract negotiations were completely stymied. To demonstrate their support, Guild members staged a brief walkout. As a result, 28 branches were closed one afternoon and Central Library was picketed, providing the media with a good photo opportunity.

Management panicked. They tried to find out which branches were closed and cancelled all vacations and leaves.

The result was extensive publicity for the Guild, a resumption of negotiations, and a letter in the personnel folder of each participant, threatening severe discipline for any repeat behavior.

In September, Guild members unsuccessfully protested the merger of the Philosophy and Religion Department with the Social Sciences Department. The superfluous Principal Librarian position was assigned to Administration as an assistant to the Assistant City Librarian.

The Guild had been working towards pay equity for several years.

### Equal Pay for Work of Equal Value

by Jennifer Lambelet Wallace  
Wilmington

Equal pay for equal work is the law, and equal pay for work of equal value is an idea whose time has come, according to Daniel Leach, of the Equal Employment Opportunity Commission (EEOC). The historical social and economic bias against women's work and the sex segregation of occupations continues the inequities. Women's groups across the nation have written and filed EEOC charges, court cases, employment studies, fact finding, and comparable pay studies. Librarians in St. Paul, Minnesota, San Diego, San Francisco, Washington State, and the San Lorenzo Unified School District have written comparable pay studies. The St. Paul public librarians have been the most successful to date. In Montgomery County, Maryland, the public librarians were paid less than county liquor store clerks, until an EEOC charge was filed. Jane Ellison, Guild President 1973-1976, filed an EEOC charge that has not yet been set for a hearing. In San Francisco, as a result of the

comparable pay study, a city wide study of how salaries are determined is underway. Librarians in the California State Colleges and Universities will be receiving equity pay increases on top of the 14.5% all State employees will receive.



Two years ago the Guild started work on an across-the-board pay inequities package. We did a detailed analysis by function of classes comparable in education and experience with the librarian classes. The procedure was arduous

and time-consuming, and resulted in detailed analyses of a limited number of classes. For the 1979-1980 negotiations we combined this information with the broad scale numerical information gathered from our "San Francisco method" comparable pay study.

The "San Francisco method" was developed by the Women Library Workers and the San Francisco Commission on the Status of Women for their Comparable Pay Study of the City and County of San Francisco. An integral part of this method is the data card made for each job description/class specification, that has a numeric code equal to that of Librarian I, Senior Librarian, and Principal Librarian. The numeric code is a mnemonic device representing the minimum requirements in terms of education, training, experience, and supervisory experience for a particular class specification. On each data card we listed the class title, class number, number of women, number of men, and the numeric code for education/experience. The data cards were sorted by numeric code, and then into predominantly male classes, 75% or more male, and the predominantly female librarian classes. (There were no other female predominant classes having the same numeric code as librarians). A weighted average annual maximum salary (fifth step) was computed for the predominantly male and the predominantly female classes. The weighted maximum annual salary for predominantly male classes requiring the same education/experience as the librarian classes was computed by multiplying the number of men in each class by the salary and adding the total and dividing it by the total number of men in those classes. The same procedure was followed for the librarian classes.

The following charts are the result of the above data manipulation and represent a prima facie case of discrimination.

The classes comparable in education/training/experience/supervisory experience with Librarian I's are:

1795-18	Senior Photographer	20,086.50
4102	Refuse Collection District Supt.	24,868.08
7205	Senior Cartographer	19,648.08
7207	Senior Civil Engineering Draft Tech.	19,648.08
7939	Planning Assistant	21,339.36
2377	Senior Social Services Investigator	20,086.56
3198	Principal Special Officer	24,450.48
1739	Personnel Research Analyst	23,030.64
7202	Principal Office Engineering Aide	19,126.08

The weighted average maximum salary difference is 19.5%. The average annual salary for the above is 27% higher than that of a Librarian I.

The Classes comparable in education/training/experience/supervisory experience with Senior Librarians are:

1450	Math & Science Programmer	25,181.28
1524	Principal Tax Auditor	25,703.28
1545	Senior Administrative Analyst	27,144.00
7555	Mechanical Engineering Associate	25,181.28
9175	Senior Administrative Assistant	22,968.00

The weighted average maximum annual salary difference is 20.5%. The average annual salary for the above is 29% higher than that of a Senior Librarian.

The classes comparable in education/training/experience/supervisory experience with Principal Librarians are:

1177	Senior Legislative Assistant	29,482.56
1525	Principal Accountant	26,976.96
1551	Principal Administrative Analyst	33,762.96
7985-1	Public Utilities Engineer	29,670.48
7944	City Planner	29,670.48

The weighted average maximum annual salary difference is 25.6%. The average annual salary for the above is 30% higher than that of a Principal Librarian.

Weighted averages represent the inequity to women as a class in a sex segregated occupation, based on level of education and experience. The average annual salary differential represents the inequity of one single person in a particular female sex segregated position to one single person in a male dominant position.

These comparisons represent a substantial inequity, and must be addressed immediately. As we become aware of how every librarian in the City of Los Angeles is discriminated against, we must not let the divisive tactics of the CAO's Employee Relations Division and City and Library Personnel keep us from full equity for us all.

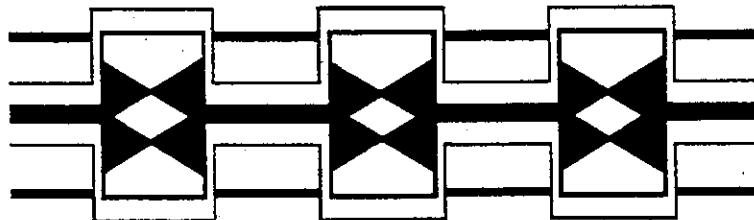
Past theories of compensation have held that salaries are based on supply and demand, however, there are major exceptions to that theory that have validity for librarians. Hundreds of young lawyers try each year for the few positions open with the Offices of the City and County Attorneys; and thousands of college graduates in Los Angeles take the Junior Administrative Assistant exam, and nationally they take the P.A.C.E. exams, for a limited number of openings; just as many library school graduates take the Librarian I exam.

Just as the City Attorney's Office is the dream job of many law school graduates, a Librarian I position with LAPL was the dream job of library school graduates. At one time LAPL was considered "the library system to work for"; the best opportunities for career development and advancement, and the best collection in the West; and therefore, LAPL could and did pick the crème de la crème of each year's crop of graduates, who deserve premium pay, just as the young lawyers with the City Attorney's Office.

Thank you's and Kisses:

A handshake, a drink, a night on the town are deserved by Chris Ackema, Joyce Albers, Romaine Ahlstrom, Jane Nowak, Ann Giagni and me for all the work completed on the second phase of the comparable pay study. In addition, in the first phase, Roy Stone, Leslie Dallas, Annette Zamberlin Main and the others mentioned worked very hard. To all I missed, I'll buy you a drink after the next Union Meeting. Carole Leita, Women Library Workers, came down from San Francisco and spent a Sunday with us getting the data together for the second phase.

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1979 ended with a Guild victory when the Employee Relations Board hearing officer ruled that Library Administration had to allow employees city time when meeting and conferring with management.

## V. Coming of Age: 1980-1989

**1980:** Roy Stone was President as the 1980's began. Board members were Mary Ann Brooks, Jennifer Wallace (Lambelet), Joan Gardner, Chris Ackema (Metro), Helene Mochedlover and Harriet Newton. Membership dues of 1% of salary began to be deducted in February.

It was an active year as members organized to oppose Proposition 9, which would expand the revenue cuts begun with Proposition 13; opposed a mandatory 4/10 or 9/80 schedule; and worked on a comparable worth study.

### The LAPL 21

By Ann Giagni

(Reprinted from October, 1980 issue)

In September of 1979, AFSCME Local 2626, representing Rank and File and Supervisory Librarians, called for a demonstration to be held at the Central Library. The purpose of this demonstration was to let the CAO know: 1) that we wanted a contract negotiated expeditiously; 2) that the salary offer of 4 percent-5 percent-6 percent was unacceptable--we would not accept less than the 7 percent which the rest of the units had already been offered; 3) that we wanted a Health and Safety Committee; 4) that we would not give up rights we were entitled to under state law. The librarians demonstrating were joined by many library clericals. All demonstrators filled out their time sheets honestly and were docked for the amount of time they actually demonstrated.

In July of 1980, AFSCME Local 3090, representing among others the clerical unit, called for a demonstration to be held at City Hall. The purpose of this demonstration was to let the CAO know that city clericals need a pay increase that would enable them to survive double-digit inflation. As a show of support members of Local 2626 joined the 2600 members of 3090 in their demonstration. In the Library Department, all participants filled out their time sheets honestly, and were docked for the time that they were demonstrating.

At this point it should be mentioned that the Police Chief and Fire Chief sent out memoranda instructing their supervisors to arrange schedules, and to allow compensatory time and vacation time to be used by members of 3090 who wanted to demonstrate. The Library Department, on the other hand, sent out a memo illegally changing MOU provisions regarding the use of vacation time, and denied all employees both vacation and compensatory time, whether or not the employee was going to participate in the demonstration.



A month after this demonstration, a contract had still not been achieved, and Local 3090 called for a strike. Strike sanction was received from the County Federation of Labor, and Thursday, August 28 was set as the strike date. On Monday, August 25, "Notices of Intent to Take Disciplinary Action" were sent out to 21 library employees: 16 librarians and 5 clericals. Pre-disciplinary hearings were scheduled to begin two days later, on Wednesday, August 27, the eve of the clerical strike.

The pre-disciplinary hearing (a/k/a Skelly hearing) is required by law. It should be conducted by an impartial hearing officer. The purpose is to gather information concerning the charge against the employee so that management can make an informed decision as to whether or not disciplinary action should be taken.

*The law requires that employees know the charges against them and have all evidence being used against them in advance of the hearing. The department personnel manual states that the hearing officer shall not be the person who prepared and/or reviewed the charges.*

In the Skelly hearings held for the 21, a new set of charges was handed them as they entered the hearing. Request for time to study these new charges was denied. The primary evidence used against the 21 was their time sheets. These were not presented to the employees prior to the hearing and requests for them were denied. In all cases the hearing officers were Linda Kroner and Pres Blyler. By their own admission, they had both prepared and reviewed the charges for all employees involved. An hour and a half after the hearings were concluded, the Union was informed that management had decided to go forward with the proposed disciplinary action--one day's suspension. However, at the direction of the Board of Library Commissioners, disciplinary action was delayed. A week later, the 21 received a third charge, significantly different from both the first and second charges. It is on this new charge that the city is going to take action, even though a new hearing has not been conducted on this new charge.

There are many breaches of the Library's disciplinary procedure that I will not go into here. It is, however, important to chart the course of the alleged wrongdoing of the 21. The first charge was that they were insubordinate by participating in a job action. The second charge was that the 21 were insubordinate by being absent without permission to participate in a job action. The third charge is that they were insubordinate by being absent without permission when a job action occurred.

It should be noted that in the first charge the one-day suspension was punishment for participating in a job action. The second charge introduces the concept of insubordination for being absent without permission, but continues to link the punishment to participation in a job action. In the third charge, the punishment is not directly related to the job action, but the occurrence of the job action is germane to the punishment.

*Suspension is a severe disciplinary action. The question to be asked is: if there had been no job action, would an employee with 34 years of outstanding service who was absent without permission for three hours on one occasion, and, ten months later, absent without permission for one and a half hours, having had no disciplinary warnings, written or verbal, be suspended for a day? Would an employee with 22 years of service or 11 years of service or 6 years of service be suspended for a day under these circumstances?*



The third charge states that an employee who is absent without permission when a job action occurs is guilty of insubordination, whether or not she or he participated in the job action. At this writing, at least one of the 21 who emphatically stated she had not participated in the second job action, but who had been absent without permission during the job action, has had the charges against her dropped. Clearly, then, the intent of management was most correctly stated in their first charge. It is not the absence without permission that is being punished; it is participation in the job action that is being punished.

*Is it coincidence that the "Notice of Intent to Take Disciplinary Action" arrived 11 months after the first Union job action, one month after the second Union job action, and three days before the Clerical Union strike was scheduled to begin? Is it coincidence that the hearings were scheduled to begin on the eve of the Clerical Union's strike? Is it coincidence that after a month to prepare the charges, the City has revised them twice? Is it coincidence that an employee who did not participate in the second Union job action has had the charges dropped?*

*May we conclude that there is systematic harrassment and intimidation of employees who engage in Union job actions as their only means of achieving a contract? No, we may not. An examination of the larger picture reveals that only certain employees are threatened by the City.*

*The Police Department, a predominantly male unit, had an alleged work slowdown--no disciplinary action has been taken. The Building Inspectors, a predominantly male unit, had a three-day strike--no disciplinary action has been taken. The Department of Water and Power workers, a predominantly male unit, had a six-day strike--no disciplinary action has been taken.*

AFSCME Local 2626, a predominantly female local, had a three-hour demonstration in September of 1979. AFSCME Local 3090, a predominantly female local, had a four-hour demonstration in July of 1980. Only in the Library Department, a predominantly female department, are employees being suspended for participating in two demonstrations ten months apart. No clerical in a predominantly male department is being threatened with disciplinary action.

Is it a coincidence that trade unionists in the two predominantly female locals in the city, working in the one predominantly female department in the city, are receiving the harshest punishment for the least offense?

This is not just a question of 21 (now 20) employees being suspended for participation in a Union job action, whereby the City is attempting to thwart future Union activity. This is a case of the City selecting the two predominantly female unions in the only predominantly female department as its first union-busting target. The City is counting on the age-old myth that women do not fight back. They are wrong. We are two strong Union Locals. We will fight and we will win.

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## The Suspension Case Rests

By Eda White

(Reprinted from View from Victoria Park:  
Your President Reports, April-May 1981 issue)

Friday, April 10, the City Council voted 11-0 to rescind the suspension of the Library 20. Out of consideration for the cost of pursuit of the suit and amicable employee morale resolution, the Personnel and Labor Relations Committee presented a resolution which stated:

- 1) That the Library Commission and the General Manager be commended for properly enforcing City rules and regulations.
- 2) That the Commission had the right to take the action which resulted in the one-day suspension.
- 3) That one day back pay plus restoration of benefits will be granted in return for waiving of claims.
- 4) That this settlement does not condone a walkout but merely settles a situation that would be more costly to the City in the long run.



It's a relief to be done with the long and complicated case. Twenty persons will have unbroken service records restored. BUT, no legal issues and NONE of the unfair labor practices have been legally resolved. The irregularities in disciplinary procedures, the ignoring of MOU provisions, the patent intent to intimidate Union members, the right of employees to take concerted protected action--NONE of these issues have been settled by the City Council action.

The City Council could legally settle what the Board of Library Commissioners refused to settle because the Guild had filed claims against the City (financial) in addition to the numerous unfair labor practices charges filed with the ERB. It is within the prerogative of the City Council to settle litigation against the City.

All Council members present on April 10 voted, 11-0, to rescind the suspension. The Personnel and Labor Relations Committee report summarized the charges Roy Stone had presented to them November 3, 1980, along with the material covered in the special October, 1980 issue of the COMMUNICATOR. The Personnel and Labor Relations Committee, consisting of Art Snyder, Chairman; Bob Farrell, Vice-chairman; and Joy Picus, stated in the final paragraph of summary their concern with employee morale, equity, and speed of resolution.