

Morale had been an issue of concern to Art Snyder at the second hearing on the Guild's request which I attended. Morale is indeed a major issue. The Personnel and Labor Relations Committee in particular and the City Council in general is to be commended for taking human factors as a priority, something neither the Library Department administration nor the Board of Library Commissioners verbalized to my knowledge.

This has been a costly case to settle. Costly not only in terms of moneys expended by the Guild, but costly in terms of emotional distress, costly in terms of time devoted to preparing the case, communication with City Council offices, disruption of people's professional and personal lives, medical consequences, the feeling of dehumanization accruing not only to the 20 persons caught in disciplinary outrage but to every Library Department employee of any degree of sensitivity.

From August 1980 to January 22, 1981, it felt like almost no one was listening out there. Certainly the legal process of the City took recognition of fairness. On January 22, 1981, the Personnel and Labor Relations Committee did.



## THE LAPL 21

<u>Name</u>	<u>Position</u>	<u>Years Service</u>
Wayne Burton	Clerk Typist	13
Doris Dosser	Senior Librarian	17
Bettye Ellison	Librarian II	12
Sylvia Emery	Senior Librarian	22
Irene Galvan	Librarian I	7
Richard Giannini	Librarian I	6
Rita Kort	Senior Librarian	10
Robert Lennon	Librarian I	8
Elizabeth Morgan	Librarian I	18
Rita Molina	Library Assistant I	11
Robert Olliphant	Library Clerical Assistant	10
Michael Payne	Librarian I	10
Rose Marie Powers	Clerk Typist	9
Marie Standish Rhinehart	Librarian I	6
Birdie Rogers	Library Assistant II	34
Janice Scott	Senior Librarian	22
Warren Seid	Librarian I	8
Marla Joy Silverman	Librarian I	6
Bernice Sterne	Senior Librarian	12
Selma Streicher	Librarian I	13
Anna Terry	Librarian I	21

## Suspension Case in State of Suspension

By Eda White

It feels like a soap opera, what was resolved is not resolved. On April 14 the Library Department refused to accept the settlement negotiated as a result of City Council action. The Department's stipulation that information regarding the LAPL 20 disciplinary action remain on employees' record is contrary to the City Council's intent and absolutely against the content in the waiver the 20 persons signed off. On April 27, Administration, the Board of Library Commissioners, representatives of the Personnel and Labor Relations Committee (Councilman Robert Farrell and field deputy Greg Cirillo of Councilman Snyder's office), and a deputy city attorney met in closed session. The Department's motion to ask for Board approval or disapproval of the negotiated settlement has been tabled until Mayor Bradley reviews the Personnel and Labor Relations Committee policy position that all employees be treated equally! It is anticipated that he will issue an executive order to that effect. The net result will be that the Board of Library Commissioners will be following the Mayor's executive order, should one be forthcoming.

The City has everything to gain by settling. We have a clear win on multiple violations of the Employee Relations Ordinance, our MOU, and established labor law. The suspension case rests but is not resolved. The Librarians' Guild wants to cooperate with the Personnel and Labor Relations Committee. This matter, however, must be resolved in a timely manner. It is to be hoped that the Mayor's office will act speedily.



**1981:** In one of the most crucial years of Guild existence, Eda White was elected President. Also on the Board were Chris Ackema (Metro), Mary Ann Brooks, Harriet Newton, Donna Hovartos, Frank Navarro, and Helene Mochedlover.

In January the City Council Personnel Committee declared the suspension of the LAPL 21 unfair and inequitable treatment of City employees and asked that the suspensions be rescinded. The Board of Library Commissioners voted 3-1 to sustain the suspensions. The Guild filed two Unfair Labor Practices, and the LAPL 21 filed individual grievances.

A pay equity position paper was given to the City's negotiating team asking for a 30% pay increase and a job classification analysis. It was the first step in a long process.

Step 2 in the pay equity fight was the sex discrimination suit the Guild filed against the City.

Budget cuts loomed on the horizon again and rumors flew: 20 branches would be closed; Senior Librarians would be bumped down to Librarian I; clerks would be transferred out, etc., etc.

In April, the City Council voted 11-0 to rescind the suspensions of the LAPL 21. Their records were to be cleared and they would receive one day back pay plus restoration of benefits. In return the LAPL 21 agreed to waive their claims. It was only a partial victory in that no legal issues or unfair labor practices charges were legally resolved.

Four days later, the intransigent Library Administration refused to clear the records of the LAPL 21, which violated the intent of the City Council action and was contrary to the waivers signed by the employees.

Budget woes deepened by mid-year. Guild members prepared individual information packets for each Council member detailing the effects of budget cuts on branches in each district. The Guild also prepared flyers for the public which mobilized support for the library. As a result, \$750,000 was added to the library's budget, and branch closures were averted.

The end result of the budget fight was that 13 Librarians were laid off and many others were reassigned, including the six Senior Children's Librarians whose positions were eliminated.

**1982:** After the hectic year 1981, 1982 offered something of a respite. Eda White began her second term as President, and the Board included Chris Ackema (Metro), Fontayne Holmes, Harriet Newton, Joyce Elliott, Pat Spencer, Renee Ardon, Helene Mochedlover, and Ann Maupin.

In June, Yeiko Nakashima, Children's Librarian at Wilshire Branch, was brutally raped and murdered in a downtown parking structure on her way back from book inspection. That event galvanized the Guild and brought security to the top of the priority list.

The Hollywood Regional Library was partially destroyed by fire, and the staff was forced to work in ashes, mud, and water puddles packing up books. As a morale booster, the Guild treated the entire staff to a luncheon at a nearby restaurant. It was much appreciated.

ALA was in Los Angeles, and the Guild hosted a reception at Central Library that was a smashing success.

**1983:** Eda White was elected President for a third term. The strong Board consisted of Chris Ackema (Metro), Larry McIndoo, Ann Maupin, Billie Connor, Rita Kort, Selma Benjamin, Pearl Yonezawa, Harriet Newton, June Cheng, Pat Spencer, Helene Mochedlover, Dan Strehl and Ken Jones.

Management and the Guild continued to negotiate on the problems of staff parking, but one year after the rape and murder of Yeiko Nakashima, no progress had been made.

In October the ERB decision in the LAPL 21 case was announced. After two years of deliberations, the hearing officer recommended that all our Unfair Labor Practices be dropped. Needless to say, the Board of Library Commissioners unanimously adopted the report. The suspensions stood. The best the affected employees could do was wait five years and then ask that their records be sealed. It was a tough one to lose!

**1984:** A new era in Librarians' Guild annals and--after three years--a new President: Larry McIndoo. Also on the Board were Harriet Newton, Ann Maupin, Billie Connor, Fontayne Holmes, Romaine Ahlstrom, Pearl Yonezawa, Laura Weber, Helene Mochedlover, Bill Byrne, and Pat Spencer.

Public Library Foundation funds from the State were used to restore service hours at Central, the regional branches, and twelve community branches. The Guild's intensive lobbying paid off!

This was a good budget year for LAPL, with security alarms for 55 library buildings included. The City Council voted to expand service hours in the 43 community branches not included in the PLF-funded expansion of service hours.

Proposition 36, which would have made drastic cuts in City services, was defeated thanks to strenuous efforts by Guild members and other city employees. Disaster was averted.

President Larry McIndoo resigned to be a Legislative Assistant in the City Clerk's office. Vice-President Harriet Newton succeeded to the Presidency.

**1985:** Harriet Newton began her first full term as President. Board members were Fontayne Holmes, Pat Spencer, Romaine Ahlstrom, Sheila Nash, Camille Carter, Laura Weber, Helene Mochedlover, Bill Byrne, Pearl Yonezawa, Roy Stone, and Michaella Johnson.



## PAY EQUITY

### CITY LEADERS SAY YES!

By Fontayne Holmes

On May 8, 1985 Mayor Tom Bradley called a press conference to announce the historic collective bargaining agreement between the City of Los Angeles and AFSCME Locals 2626 and 3090. Just minutes before the press conference, the negotiating teams of the Librarians' Guild and the clerical unit, representing the employees, and the City Administrative Office, representing management, signed three-year contracts containing significant pay equity salary adjustments for the two female-dominated classifications in Los Angeles civil service.

Joining Mayor Bradley on the podium to support the contracts were City Council members Joy Picus, Zev Yaroslavsky, Art Snyder, Robert Farrell, Marvin Braude, Peggy Stevenson, and Gilbert Lindsay. Undoubtedly, only their absence from Los Angeles kept Dave Cunningham and Pat Russell, both strong advocates of comparable worth, away from the press conference.

As the TV cameras rolled and the bulbs flashed, the Mayor and council members opened the conference with pertinent remarks. Tom Bradley heralded the fairness of the contract and the constructive collective bargaining process which accomplished it. Joy Picus, a trail blazer in the pay equity campaign, elaborated on the judiciousness of the City of Los Angeles' move to redress prior discrimination against women workers. Zev Yaroslavsky concurred, alluding to the National Science Academy study which shows women to be systematically underpaid

in our society. Art Snyder reminisced about the day Cheryl Parisi, AFSCME business representative, first came to his office regarding comparable worth. Councilman Snyder truly opened doors and pointed the way for Cheryl and for the Librarians' Guild. Robert Farrell related a touching personal story. He told of his mother, a secretary in civil service who "kept the office running" but never received either the salary or the recognition she deserved. Council members Braude, Stevenson, and Lindsay expressed their pleasure and endorsement of the contracts. Later in council chambers, affirmations also came from John Ferraro, Howard Finn, Joan Milke Flores, and Joel Wachs.

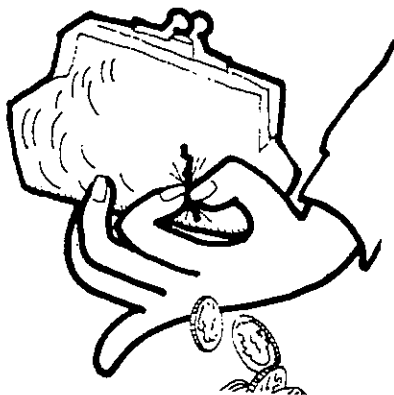
Vern Watkins of AFSCME International praised the professional handling of the negotiations by the City Administrative Office. He then introduced the members of the negotiating teams to the press and opened the conference to questions.

The journalists asked probing questions of a negative bent. Does the agreement answer all the charges of the EEOC complaint? Why isn't there a retroactive settlement? Couldn't lawsuits still be filed against the city on retroactivity? Can't individuals file lawsuits even if the unions will not? While retroactivity is appropriate in lawsuits that take years to litigate, it is difficult to understand why any individual would sue a municipality for retroactivity after an agreement addressing the issue in good faith, and producing substantive pay increases, had been approved.

The tenor of the press questions implied the mayoral/council role was reactive rather than active. That was not the case. This agreement was not a veiled avoidance of a strike or a lawsuit. Mayor Bradley and the council took dynamic, positive action to bring about a needed, justified change. One, the Mayor and Council demonstrated wise fiscal conservative responsibility in deciding it was unnecessary to spend taxpayer dollars to hire outside consultants to do a job analysis/salary survey to produce more proof of discrimination and wage discrepancies for female-dominated classifications. Two, it was the City Council who instructed the CAO in December 1984 to enter negotiations with the Librarians' Guild and the clerical union on comparable worth. And three, the City Council in a final 12-to-2 vote overwhelmingly approved the contracts.

The Librarians' Guild, AFSCME, and leaders of Los Angeles city government have set a pay equity precedent for jurisdictions across the nation to follow. The Librarians' Guild says bravo to the leadership in the City of Los Angeles!

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## COMPARABLE WORTH

By Eda White

(Reprinted from March-April 1985 Issue)

This statement was delivered to the State Comparable Worth Task Force hearing in Los Angeles, February 1985, by Eda White, past president, Librarians' Guild, AFSCME Local 2626.

I am here to discuss with you the long history of the Librarians' Guild in challenging the blatant and persistent devaluation of the worth of the most prominent group of women professionals employed by the City of Los Angeles.

The Librarians' Guild was formed as a professional union in 1967 after nearly a decade of unsuccessful attempts by the Library Department Staff Association to upgrade salaries for the professional employees in the department. From 1957 on, repeated presentations documenting salary inequities were brought to the CAO's office not only by two employee groups, but also by the City Librarian, Harold Hamill. All mentioned the inequity of pay between city librarians and other professionals in city employment. Early in 1968, the first president of the Librarians' Guild, Darrell Mleynek, raised the issue of inequity, documenting what other professional groups received. Every year from that date to this, the Librarians' Guild has brought additional documentation to the city delineating discrimination.

When the first MOU between the City of Los Angeles and the Librarians' Guild was signed off in June of 1974, an agreement to establish a salary committee was recorded in a letter of intent. That committee never met and the President of the Librarians' Guild filed charges of salary inequity due to sex discrimination with EEOC for the first time in 1974, refiling again in 1975 due to paperwork problems within EEOC. Thus it was that AFSCME's Librarians' Guild, Local 2626, formalized the issue which later came to be more widely known as comparable worth.

With each MOU negotiated, the Librarians' Guild presented the pay equity issue with increasing sophistication. In 1977, the Guild developed its own job study using information obtained through searching city records and documents. The elements of the Guild's study are described in the 1979 article reprinted in the retrospective issue of the COMMUNICATOR, May-June, 1983, starting on Page 3, a copy of which you have before you.

Despite annual or biennial letters of intent that the City would discuss the comparable worth issue during the next contract negotiations upon receipt of information from the Guild, the City's negotiating team has consistently refused to acknowledge we were discussing comparable worth or pay equity. The City would talk about adjusting salaries, but absolutely never would acknowledge the legal concept linking salary inequities to women-dominated jobs. Nor would they initiate a comparable worth study.

In 1981, our local and AFSCME Local 3090, the city-wide clerical unit, jointly filed sex discrimination charges with EEOC. This was a result of the City's failure to address the documentation brought to the collective bargaining table that these two women-dominated units in the city were being paid less than male-dominated units whose job requirements involved less skills, training, education, and independent judgment.

This remained the case even in 1982, when inequities were partially addressed through a pay increase for these two units which exceeded the general city economic package.

After the Washington State lawsuit decision, the City of Los Angeles reconsidered its refusal to negotiate comparable worth. The City Council instructed its Employee Relations Division to initiate comparable worth negotiations with these two locals, the Librarians' Guild, Local 2626, and the Clerical Unit, Local 3090. These negotiations are currently under way.

It is my understanding that monies have been set aside in a special fund in this year's budget specifically to address the comparable worth issue. The intent of the City Council is to implement comparable worth without going to court or involving a job analysis study. It is a matter of public record that the Jacobs Study developed under contract for the City of Los Angeles in 1969 evaluated city librarians as being around 30% underpaid in relation to comparable city classes.

The barriers to implementation of Comparable Worth are complex and pervasive.

1. Historically, the marketplace concept discriminates against women-dominated occupations. Comparing librarians to other librarians, clerks to other clerks, builds in existing devaluation of what is assumed to be women's work.
2. Professional occupations dominated by women such as teachers, nurses, social workers, and librarians, are seen as nurturing in nature, whereas professional occupations dominated by men such as law, accounting, and engineering, are seen as more intellectual in nature.



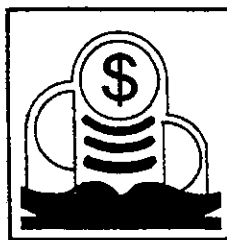
3. The existing social and economic system has a vested interest in maintaining the status quo which favors higher pay for blue collar, traditionally male-dominated jobs over work considered pin-money jobs for women.
4. Part of society sees women's issues as faddish and discounts the concept that economics in the marketplace has a component linked to the sex of the workers. An outstanding example is of course the lowering of clerical salaries as that occupation altered from its original position of male-domination to being women-dominated.
5. Existing law is ineffective in insuring parity of remuneration for work of equal value. The lack of clear, legally mandated objective job criteria allows for manipulations which deny women their civil rights.

In analyzing the history of our experience with the comparable worth issue, it appears clear to me that the recent collective bargaining successes achieved by the Los Angeles City Clerks and Librarians has been accomplished only because of the real threat of litigation. It is patently in the City's best interest to avoid a legal judgment. No worker, be it in the private sector or public, gets a salary upgrade out of the goodness of management's heart. As legislation mandating equality acquires more sophistication, legal decisions will assist society in developing an economic base which does not favor one sex over the other.

The collective bargaining process can work, but it requires legal teeth and administrative good faith. The most equitable method of implementing salary parity in both the private and public sectors would be through joint management-labor committees. These committees would need the authority to establish and monitor pay equity criteria. The supply and demand thesis builds in discrimination. Job analysis based on objective criteria needs legal and administrative support.

Upgrading the economic quality of women's lives requires a long-range commitment of our legislative, administrative and judicial systems in order to implement the existing commitment to civil rights.

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## In June the Guild lobbied against a proposed pornography ordinance.

STATEMENT TO LOS ANGELES CITY COUNCIL  
JUNE 21, 1985

Madame President and Members of the City Council:

My name is Billie Connor. I am speaking on behalf of the Librarians' Guild, American Federation of State, County and Municipal Employees, Local 2626, representing the professional librarians at the Los Angeles Public Library, entry level through Principal Librarian.

The Librarians' Guild urges the Los Angeles City Council to defeat the proposed ordinance (including its modified version). The reasons for taking this position are several: 1) such a measure poses a threat to First Amendment freedoms; 2) censorship is against the ideals of library service; and 3) the problems of society are not solved by repressing publication and expression.

1. Such a measure poses a threat to First Amendment freedoms.

Censorship begets more censorship. The freedoms of speech, the press, thought and expression must be protected. The government has no right to set itself up as the arbiter of what people may read or think about. It is basic to our democracy that people must have free access to ideas and information necessary to make decisions. No group of people has the right to decide what ideas or expressions will harm others, even with the best of intentions. Any legal restriction of the free flow of ideas and their expression in one subject area, only opens up all other areas to repression. Using "sex discrimination" as a rationale for enacting laws which inhibit First Amendment rights leads very easily to the use of "protection of national security" or some other concern as rationale for repression. To deny free speech or other manifestations of that freedom for the good of one sector, erodes the freedoms of all.

2. Censorship is against the ideals of library service.

The public library in America is committed to free access to information for everyone. The American Library Association has developed and adopted the Library Bill of Rights and the Freedom to Read Statement which contain the principles and practice relative to intellectual freedom.

The Board of Library Commissioners, Los Angeles Public Library, long ago adopted these documents as policy. As professional librarians, the members of the Librarians' Guild subscribe to these statements as part of our code of ethics. As such, librarians are committed to challenging censorship in the fulfillment of our responsibility to provide information and enlightenment and we must resist abridgement of free expression and free access to ideas.

3. The problems of society are not solved by repressing publication and expression.

There is a notable absence of empirical evidence to support the contention that suppressing the publication or expression of questionable information would remedy the wrongs that exist in society.

Much of the literature indicates otherwise - that suppression itself often leads to the perversion of sexual attitude and practice.

Although it might appear that social responsibility can be addressed by inhibiting expression of ideas and practices unpalatable to many, in actual fact society is not well served ultimately by reducing intellectual freedom.