

Please post and share with all staff

LIBRARIANS' GUILD UPDATE

June - July 2011

1. ERROR IN LAST PAYCHECK- As you may have noticed there was an error in computing the various changes in our paychecks. That amount was based on a full month of the new deductions and withholdings; some withholdings are pre-tax to lessen the cuts; the error is that the deduction was based on a full month even though the pay period included only two days of the July 1 raise and the increase in retirement deductions. The amount to be withheld on future checks will be very close to the amount on the last check. This will be rectified soon.

1a. PAYCHECKS

The Coalition/each union voted to assist in the City's financial crisis along with controlling our salary, especially the parts being withheld and postponed, therefore we are all going to be paying a bit more into our retirement system and for the non-paid days at Christmas time (being withheld equally throughout the year). Obviously, we will all have smaller checks for a little while. Eventually we will be getting raises, starting in January, and they continue after that.

This is a draft about the situation from Richard Kraus LIII, Business Dept.:
Your gross pay will eventually go UP but only by a tiny amount. Also some additional money that some people were expecting will not be coming this fiscal year but will come later.

Everything else affects your take home pay by increasing what is deducted and withheld from your paycheck: for virtually everyone, the take home pay will be noticeably and significantly lower.

Some of the sacrifices will be temporary: there is significant cost of living increases and, for many, step increases the final two years.

2. MEMBERSHIP MEETING- JULY 29, 7:15, Council 36, 514 Shatto Place...invite any laid off staff and any of the new substitutes..but please RSVP by Thursday at 4:30.
3. GROCERY WORKERS SUPPORT- If you have a Ralphs or Vons near where you work or live, please begin thinking about getting a couple of other library staff members or friends/family to visit the manager. We will provide you with a brief letter asking the upper management to settle the worker's contract. We want as many markets as possible to know that we will be supporting the workers' rights to have a reasonable health plan. And if several can pick the same store we can "adopt" it.

4. NEGOTIATIONS-we are continuing to negotiate with Management on the rehiring of the laid off staff and on the need to be closed between Christmas and New Years. We are awaiting an Unfair Labor Practice hearing on the Guild's challenge to the Van Nuys Law Library. On a positive note we are possibly making progress on a resolution to the Robertson Branch Sunday hours situation.
5. INCIDENT REPORTS- please be sure to send copies of incident reports to Verdel at Mar Vista. Black out any personal information of witnesses or victims.
6. SCHEDULES- how is it going for you? Are you getting a reasonable number of Saturdays off? Are too many librarians required to work certain days so you cannot take time off? etc. You need to let the Guild know if it does not seem appropriate.

Note from Roy Stone- I think it is not understood by management that it is very hard to have gone through so many schedule changes in a relatively short time...just when we are really settling into Mondays being off, they are back. When we had three day weekends on a regular basis, they are now a rarity. When we had frequent two day weekends, they are now infrequent. So, please let us know how it is working for your agency.

7. We are getting the Librarians' Guild email under control,,,slowly,,,so please share this with librarians you know or work with. And please ask anyone who does not receive this email to let us know, preferably by email to this account.