

LIBRARIANS' GUILD, AFSCME LOCAL 2626

UPDATE

NOVEMBER - DECEMBER 2011

LIBRARIANS' GUILD ELECTION:

Nominations were held at the October meeting and since there was only one candidate per office, those nominated are officially elected to the office. There are some changes on the Board and in our stewards. Therefore, we extend appreciation for the hard work of Johathan Pitre and Candice Mack, who are taking a break from Executive Board duties this year, and Teresa Mons and Jose Galvan, who served faithfully as stewards. We welcome Lucia Lee to the Board (Communicator Editor), our three new rank and file stewards Barbara Metzenbaum (East Valley Area), Teri Markson (Hollywood Area), and Matthew Rodriguez (Central/Southern), and our two new supervisory stewards Dora Suarez (Central/Southern & Northeast), and Laura Contin (East/West Valleys). The full list of 2012 Executive Board Officers is at the end of the Update, suitably paged for posting on your union bulletin board.

HOLIDAY REVIEW:

We will be in the middle of the first holiday-HT period when you receive this. We are hoping for a relatively smooth process of service, time off, running to another branch, and substitutes and more substitutes. Yes there will be bumps, but we are hoping that our dedicated staff can make it all work for the two ten day periods. If you have problems or suggestions let us know.

REHIRING of laid off staff:

Since the passing of Measure L, the Guild and Clerical Union's most paramount issue has been the rehiring of our laid-off co-workers. As we all know, this past summer management chose to hire temporary "as needed" Librarians, Clerks and Messenger Clerks to help staff our libraries rather than reinstating our laid off civil-service co-workers. In response, the Guild and Clerical Union filed an unfair labor practice and a lawsuit and have engaged in long, ongoing discussions and meetings with management.

Finally, there is some good news to report: The Managed Hiring Committee-the Mayor and CAO and CLA- approved the first plan presented to them by Library Management to begin rehiring 6 librarians and 6 clerks. Possibly, in the next few weeks, some of our laid off staff will have returned to work, or at least have a start date. The rehiring is supposed to begin in November and proceed until the first 12 are back to work.

Unfortunately, we are concerned that the Library and the City plans to delay the rehiring of the remaining 12 until October of 2012. We are working with Management and encouraging them to speed the process.

ROBERTSON BRANCH-SUNDAY Hours Issue:

This past April, when management directed Robertson Branch to adopt Sunday hours (and close on Saturdays), the Guild and Clerical Union filed an Unfair Labor Practice. Our argument: (1) management had made the decision unilaterally without following the proper meet and confer process; (2) they were ignoring the Librarian and Clerical MOU's language about how many Sundays per month our members are actually required to work (we should only work one in four Sundays); and (3) they were ignoring the MOU's language about regularly-scheduled consecutive weekend days off in a 10 day period. After many meetings, management agreed to honor our MOU's language about Sunday service—but only for librarians and clerks. After further meetings, management conceded to include Messenger Clerks. Overall, the agreement includes a statement regarding the process and honoring the MOU and communicating with the Guild.

Robertson Branch will remain open on Sundays for a period of review, approximately one year from the opening in April, and the Guild will receive door count statistics. We will now be able to successfully close this particular Unfair Labor Practice.

VAN NUYS “Law Library” Issue:

In April, the Guild and Clerical Union filed an Unfair Labor Practice over management's unilateral decision to house the Los Angeles Law Library's legal collection and materials from the Van Nuys Courthouse at the Van Nuys Branch and require our Librarians, Clerk Typists and Messenger Clerks to provide specialized law library/legal service.

Besides our opposition to the unilateral decision, the Guild is concerned, among other things, with the inadequate training of staff to effectively run this new enterprise and the public's perceptions of the service they were being offered (or no longer being offered).

Presently, the unions and management have yet to fully resolve this issue, though management has scheduled more training sessions and will be placing more signage to better inform the public about the services they should expect at Van Nuys Branch.

HEALTH AND SAFETY:

A survey was issued in October so the Guild could get a 'snapshot' of OPS services, and some branches did respond. However, it appears that most agencies have no problems with OPS, see officers regularly and have a good response time...since most agencies did not respond to the very short and simple survey.

OPS reminders: When having a serious situation BE PREPARED, as much as you can, with a “problem patron's” information, e.g. hair color, clothing color and type, etc. Be specific about the issue you are reporting (e.g. disruptive and interfering, danger to staff and public, etc.) Be clear and direct. If there is immediate danger call 911 first followed by a call to OPS.

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IF THERE IS A THREAT TO AN EMPLOYEE CALL OR EMAIL KYLE MILLAGER IN THE BUSINESS OFFICE IMMEDIATELY and copy the Area Manager, Subject Department Principal Librarian, BLS and CLS. You can do the Incident reports after this notification and you do not need to worry about the Chain of Command. This is the proper procedure.

Remember there are only 5 roving Library Security patrols, so they may not always be quick in responding to you. Remind all staff to gather around the librarian dealing with a potentially dangerous situation, to stand nearby as back-up and visible support...these have been proven to calm situations.

RESTORED WORD PROCESSING Program for Patrons:

Since ITA took away the word processing program from our public computers, referring the public to Google Docs or Skydrive, the Librarians Guild has pointed out to management in a series of meetings all the problems inherent with this decision. As a result, management has agreed to restore word processing via Typepad. The restoration should occur at the end of November.

PROFESSIONAL CONCERNS MEETING:

DATE-SUNDAY, December 4, at 1:00 at Mo's in Toluca Lake

Please attend our Professional Concerns Meetings and bring issues to our attention. We need to hear from all of you so we can address your concerns with management.

SUNSHINE:

Congratulations to CORINDA HUMPHREY, CODY and family on the birth of their daughter ASTORIA.

Welcome back to DRUE MEES-WAGNER (YA at Brentwood) recovering from knee surgery.

Condolences to the MIKE BOLOKOWICZ (HR Director) family on the passing of his father.

Please contact Emma Roublow at San Pedro to inform her of the happy news and the less than good news.

NEXT MEMBERSHIP MEETING:

Wed. Nov. 30. 7:15 pm, **EXPOSITION PARK BRANCH**. All librarians welcome including our as needed librarian substitutes and any of our laid off librarians. Please RSVP at librariansguild@hotmail.com no later than Monday, Nov. 28 by 4 pm. DINNER IS INCLUDED, AS ALWAYS!

Topics of discussion will include a review of the HT Thanksgiving week, the re-hiring of our laid off fellow librarians, and substitute issues (among other things).

LIBRARIANS' GUILD EXECUTIVE BOARD 2012

President: Roy Stone (Fairfax Branch)
Vice-President: Henry Gambill (Brentwood Branch)
Treasurer: Kian Diazadeh (Durant Branch)
Recording Secretary: Ruth Seid (Hollywood Area Office)

Vice-President, Professional Concerns: Shannon Salmon (Playa Vista)
Vice-President, Political Action: Adele Wallace (Jefferson)
Vice-President, Education and Training: Madeleine Kerr (Exposition Park)

Membership Chair: Theresa Webster (TeenScape)
Health and Safety Chair: Verdel Flores (Mar Vista)
Communicator Chair: Lucia Lee (Vermont Square)
Program Chair: Vacant (maybe you have a suggestion?)

Chief Steward, Rank and File: Hillary George (Silver Lake)
Chief Steward, Supervisory: Selena Terazzas (West Valley)

Stewards (Rank and File):

Northeast Area: Vi Ha (Lincoln Heights)
West Valley: Jane Dobija (Porter Ranch)
Hollywood Area: Teri Markson (Fairfax)
East Valley: Barbara Metzenbaum (Studio City)
Western Area: Vacant
Central Southern Area: Matthew Rodriguez (Vermont Square)
Central Library: Vacant

Stewards (Supervisory):

Central Library: Dan Dupill
Hollywood & Western Areas: Chris Parsons
Central Southern & Northeast Areas: Dora Suarez
East Valley & West Valley Areas: Laura Contin

Trustee, 2010-2012 – Ken Blum
Trustee, 2011-2013 – Robert Thornhill
Trustee, 2012-2014 – Robert Anderson