

COMMUNICATOR

DWP Reform Fails: Vote NO on Charter Amendment RRR

By Roy Stone, President of the Librarians Guild, and Erica Zeitlin, Communications Officer for AFSCME District Council 36. With help from Julie Butcher (former Regional Director of SEIU 721).

November's election is not just about Clinton and Trump. The ballot is crammed with ballot measures, including a so-called DWP reform.

In a brazen attack on public employees in the second largest city in the country, Charter Amendment RRR, which is on the November 8 citywide Los Angeles ballot, initiates the dismantling of historic, century-old civil service protections, immediately affecting 10,000 employees in the Department of Water and Power (DWP), roughly one-fourth of the City workforce. From there, it is a slippery policy slope to the destruction of civil service protections in all other City departments, including the Los Angeles Public Library. In addition, RRR paves the way to the privatization of DWP and the contracting out of public services and jobs. Obviously, interdepartmental transfers for all City employees to and from DWP would also be significantly compromised.

For civil service workers, the importance of defeating Charter Amendment RRR, not only in Los Angeles but across the country, cannot be overstated. Since its inception, our City's civil service system has prevented cronyism and corruption and built a

[continued p. 2]



TABLE OF CONTENTS:

3 Report from AFSCME International Convention

Roy Stone and Henry Gambill

5 Interview with a Bedbug

Hedley Snodgrass

7 Health & Safety Report

Jeff Sargeant

8 Editorial Cartoon

Glen Creason

9 Three Whole Years (a Mystery from 1974)

Sally Dumaux

10 Raises: An Introduction

Roy Stone and Richard Kraus

10 The Not So Poor Richard's Librarians' Guild Salary FAQ Part 1

Richard Kraus

18 From the Archives

Christina Rice

19 A Terrible, Horrible, No Good, Very Bad Day at Central Library

Groaning Gertie

20 Serving Local Self-Published Authors

Catherine Royalty

Upcoming Librarians' Guild Membership Meetings:

Friday, October 29: Council 36—Guild Officer Nominations

If you wish to run for a guild officer position, please attend this meeting or ask someone who is going to the meeting to nominate you in your absence.

Saturday, November 19: Council 36—Guild Officer Elections

Saturday, December 17: Holiday Party at Los Feliz Branch

[DWP from p. 1]

diverse workforce by ensuring transparency in objective, merit-based hiring and promotions. At the same time, civil service laws, next to collective bargaining agreements, are fundamental protections for public sector workers. For this reason, the “Resolution to Condemn the Attacks on Civil Service,” unanimously adopted at the AFSCME International Convention in Las Vegas in July, commits AFSCME to “lend its full support to opposing and defeating” this measure.

For residents, the proposed “reform” allows the Department of Water and Power to increase rates without any real oversight. No longer will the public or even City Council have any accountability as it has for over a century. Former Councilman Fuentes, a chief proponent of the charter amendment, argues that this takes the politics out of DWP, but he fails to acknowledge that it opens the door to higher utility bills. Without oversight what do you think will happen? Who will monitor rate increases and outside contracting if we do not even know about them?

Erwin Chemerinsky, dean of the UC Irvine School of Law and chair of the elected Los Angeles Charter Reform Commission, advocates for the continued inclusion of Civil Service protections for DWP workers in an op-ed in the *LA Times* originally titled *A Plan to Make DWP Even Worse*. He writes:

Separating DWP’s hiring from the city’s Civil Service system is problematic too. The city of Los Angeles is a single employer and the DWP just one of its many departments. Employees can transfer among departments, depending on their skills and the city’s needs, through the city’s Civil Service system.

The Civil Service also provides objective procedures for hiring and promotion so that city jobs aren’t handed out as patronage. It was introduced in the city of Los Angeles in 1903 to counter a flagrant system of political spoils. In 1939, after the recall of Mayor Frank L. Shaw for corruption, the Civil Service system was overhauled and strengthened into a nationally recognized model of honesty and professionalism.

The Civil Service system has served Los Angeles well for decades, which is why the charter reform commissions insisted on keeping it in 1999. This good government measure is as necessary now as ever.

In addition, the Coalition of LA City Unions points out the charter amendment’s myriad legal issues in one of its numerous legal briefings:

The proposed wholesale exemption of DWP from civil service violates the civil service mandate principle. If broad authorization of contracting out undermines civil service, then surely exempting approximately one quarter of the civil service workforce subverts the entire system. There is no claim that the current DWP workforce does not perform DWP work efficiently, as the civil service rules seek to ensure. There is no basis to violate the civil service mandate as to existing City employees.

Among those speaking out against Measure RRR are former City Controller Laura Chick, actor/environmentalist Ed Begley Jr., former City Council members Nate Holden, Robert Farrell, Hal Bernson, Dennis Zine, the Coalition of LA City Unions, the aforementioned UCI law professor Erwin Chemerinsky, Pastor William D. Smart Jr. of the Fix L.A. Coalition, and the National Organization for

The Politician’s Fallacy



Women California President Jerilyn Stapleton. In addition, the opposition has support from Food and Water Watch, Consumer Watchdog, the Southern California Watershed Alliance, and Sherman Oaks Homeowners Association President Richard Close. This coalition states that RRR would:

- Take away voters' decision-making powers and accountability over the DWP.
- Limit scrutiny over the DWP and decrease transparency by eliminating checks and balances.
- Severely restrict voters' power over DWP operations and rate hikes and give voters less of a say on clean water and renewable energy policies.
- Give the DWP Commissioners, currently appointed citizen volunteers, ratepayer funded pay that could total as much as \$2 million throughout the next decade.
- Open the door to corruption and unethical hiring of friends and family by allowing the department to opt out of the civil service system.
- Easily lead to mismanagement of our most precious resource: our water.

Vote NO on Charter Amendment RRR—the DWP power-grab. It’s misleading, worse than the status quo, and does not represent the real change we need at DWP. Please share this information with your CO-WORKERS, FAMILY, AND FRIENDS.” **LG**

Report from the 42nd AFSCME International Convention in Las Vegas By Roy Stone and Henry Gambill

A great team of elected delegates and alternates from the Librarians’ Guild traveled to Las Vegas the week of July 17-22, 2016 to participate in our union’s international convention. We joined 3,400 other



Clockwise from back row: Alberto Alvarez, Anna-Marie Farquhar, Matthew Rodriguez, Kian Daizadeh, Brooke Sheets, Roy Stone, Henry Gambill, and Joyce Cooper

delegates from around the country and Puerto Rico. The Guild team included Alberto Alvarez, Joyce Cooper, Kian Daizadeh, Anna-Marie

Farquhar, Henry Gambill, Matthew Rodriguez, Brooke Sheets, and Roy Stone. Some of us had been to the convention many times before, and others experienced it for the very first time.

The convention featured some notable highlights. On Tuesday, Secretary Hillary Clinton, who received AFSCME’s endorsement

for president, gave a speech in the convention hall where she stated, “I’m proud to be in the trenches fighting alongside you to raise wages and keep the ‘public’ in public service.” She also reminded us that Donald Trump had called for a national right-to-work law and has said that Americans need to be paid less.

Speaking of Donald Trump, each convention traditionally selects a local labor issue to support with an organized political action, and this year 2000-plus delegates braved 108-degree heat to march with culinary workers in front of the Trump International Hotel on July 20th. At issue:

Local 226 and Bartenders Local 165, who work at Trump’s Hotel in Las Vegas, had recently won their union



Joyce Cooper and Kian Daizadeh march on Trump Tower

elections and been certified by the National Labor Relations Board. However, Trump International

[continued p. 4)

[Las Vegas p. 3] defied the board's ruling, refusing to start contract negotiations and resorting to anti-union intimidation, including the firing of union supporters. As stated, the heat was harsh and more than several marchers required medical attention, but there was a sea of green shirts, and the protest made local news. The next morning, AFSCME International President Lee Saunders informed a cheering convention hall that Trump International had agreed that morning to bring back several of the unjustly-fired union supporters. This was an initial step toward (hopefully) moving contract negotiations forward and showed the power of people coming together in organized protest.

On Wednesday, the Reverend William Barber II, a North Carolina-based champion of civil rights, delivered a passionate and stirring speech reminding all of us that racial and economic injustice are intertwined and that the country needed a "heart fixing." Barber said, "it's time for the labor movement and the civil rights movement . . . to realize we are the moral defibrillator of our time." Barber received a resounding ovation.

At the heart of every convention are resolutions and elections, and this year's convention featured some spot-on resolutions in support of minimum wage increases, LGBTQ rights, civil rights, worker's rights, affordable housing, public education, affordable higher education, and condemning the LA City ballot initiative that seeks to strip civil service rights from our own DWP workers (see this *Communicator's* lead article on p. 1).

However, without question, the most controversial resolution called for strengthening partnerships with the Service Employees International Union (SEIU) and (gulp) considering a potential merger with SEIU down the line if all goes well. The Librarians' Guild is in favor of strengthening our partnership with SEIU, which is something we have put into practice with the Coalition of LA City Unions in our last two contract negotiations. However, we have serious concerns with a potential merger, considering that SEIU has a top-down ruling structure. We believe that SEIU does not have or seemingly promote small locals such as 2626, which is the best structure to allow members to address their own workplace issues and concerns.

Nevertheless, despite much opposition on the floor, and a feeling that President Saunders was heavy handed in pushing the merger language through, the resolution ultimately passed.

On a better note, another resolution directed AFSCME International to help Council 36 defeat the November

charter amendment RRR. As you read in this issue's lead article, the proposed amendment is a dangerous assault on civil service that could lead to future attacks, not only on other



Henry Gambill urges delegates to pass the DWP resolution

city departments such as the library, but on public workers throughout the country. Alice Goff, President of Council 36, and our own Executive Vice President Henry Gambill each stepped to the microphone and eloquently urged delegates to "loudly" support the resolution, and the resolution passed.

Lastly—elections. The Librarians' Guild was pleased to learn that Probation Officers' Local 685 President Ralph Miller, oddly antagonistic to Council 36 for many years, was stepping down as our International Vice President (IVP), allowing someone new to run for his seat. Winning the election was Alan Shanahan of Local 1902 (Metropolitan Water District employees) who has an impressive resume and has spent the last year and a half driving around California and meeting with locals such as the Librarians' Guild. In addition, Kathryn Lybarger, of Local 3299 (UC Employees) was reelected to another term as an IVP. The future of IVP representation appears brighter.

All in all, it was a positive convention experience and everyone who attended felt that it was a worthwhile week spent in service to the union. **LG**

Dancing with Mister B (Interview with a Bedbug)

With Hedley Snodgrass

Snodgrass remains a special reporter for the Communicator. All his submissions arrive at random (and typically inconvenient) times to us via pigeon courier. What follows is his second offering. Needless to say, the editors of the Communicator do not condone the use of illegal psychoactive drugs, though we do agree with Hedley that they are probably useful if one wishes to communicate with parasitic insects of the cimicidae family.

Preface from Hedley. For the record, I don't usually take requests, so when the *Communicator* suggested that I write an expose on LAPL and bedbugs, I was unenthusiastic. But then a synchronicity happened: a slim package arrived in the mail at the precise time that I was waiting to feel the effects of the peyote that I had ingested, ostensibly to write a personal expose on drug abuse. Inside the non-descript package I found a ziplock bag and a note scrawled on one of those pink hold slips: *Yet another bedbug found in Central Library.* And then I saw the bedbug in the ziplock. And then the peyote kicked in. The following is our conversation. (My questions in **BOLD**)

Can I offer you a liquid refreshment?

Be careful what you offer the likes of me. Actually, for starters, you could just let me out of this ***damn bag.

I suppose so. I can barely hear you through the plastic. There...feel better?

Yes. Thanks.

Do you have a name?

Not really. Call me what you will.

Okay, Buford.

Except for that.

I'll call you Mister B. Apparently, the librarians are upset that you and your friends are showing up in the stacks.

Right. I feel I'm a patron. Most see me as a pest. I have a lot in common with the homeless.

But the homeless don't typically hitch home with patrons and staff, procreate everywhere, suck the blood of their unsuspecting hosts and cause thousands of dollars in damage before they are torched with chemical warfare.

Touché.

So why books? I mean, why are you guys crawling all over them?

Can't a fellow appreciate the arts?

I suppose. I just don't get it. There's nothing for you guys there.

No blood?

Right.

Think of books as transportation. Hop into a *Hot off the Press* and you're out the door in seconds. But with that being said, I dig good literature.

Is Kafka your guy?

I get that.

Couldn't help myself. You're looking at me funny.

You have nice arms. Rather sinewy.

I do calisthenics.

I'd like to get a closer look.

Best stay where you are.

Ok. But since you're a journalist, I take umbrage: The library's not really showing us proper due respect--me and my kin, that is.

[continued p. 6]

[Bedbug p. 5]

How's that?

Library management pretends we don't exist.

The Guild's been squawking a lot at those Health and Safety meetings and--

But does the public know?

Maybe you're confusing us with San Francisco Public Library. Those eager beavers offer public programs about bed bugs.

Ooh. So not cool with the "BB" word. Very vulgar.

Sorry. What's the preference?

Hemoglobin Engineer.

Duly noted. Going back to the San Francisco Public Library-

Those guys are rock stars.

Um. Don't see a national medal in their trophy case...

They may not be working it, but they're serving it. They're tackling the whole issue head on. They're educating the public about me and my friends, and they're giving us our due props. They've taken the radical stance that information is neither good nor bad. It just is. Even if the result leaves them vulnerable.

This interview is getting awfully preachy.

Well...this is the *Communicator*, right?

Yes. But we usually leave that stuff to Roy or Henry. Anyway, LAPL isn't so nontransparent: they just published their *Pest Control Policy* on the staff intranet. Look under "B" for...um...Hemoglobin Engineers.

Are you kidding me? They finally put that three-year-old document up for the staff to actually read and use? The next thing you're

going to tell me is that an accurate organizational chart is up there, too.

As a matter of fact, it now is.

The holy grail is up?

I know. Here we thought they didn't even have one.

Incredible. What's the Guild going to bellyache about now?

I'm sure they'll think of something.

Yup. Hey...what's with the wild look?

You're turning into a praying mantis. With a purple parasol.

What exactly are you on, anyway?

Lophophora Williamsii.

Peyote?

That's right.

Is it organic?

As a matter of fact, yes.

Good. It's better for you. By the way, I'm getting sleepy. Where's the bedroom?

Nice try. Time to get back in the ziplock.

Something I said?

Not a big fan of mantises. Wait...you're growing. Stay here while I get a garbage bag.

Okay. I'll be over here next to your stack of library books.

Endnote: When I returned, the giant mantis had disappeared or transmogrified into something undetectable. Sneaky, articulate little fellow! Just my kind of guy. Hedley out.

LG

Updates from the Health and Safety Committee

By Jeff Sargeant, Health, Safety, and Welfare Chair (Cahuenga Branch)

If you have a health and safety concern or question, please email Jeff at LG2626HSW@GMAIL.COM.

Our Joint Labor-Management Committee meets bi-monthly with representatives from the Business Office and HR. Change can sometimes (but not always) be a slow process, but we are moving in the right direction. Here are some of the committee's ongoing working issues:

Bed Bugs:

We all hear rumors and have our suspicions every time a branch is closed for "facility maintenance." The Guild has discussed bed bugs with management for over a year trying to get a more comprehensive policy in place that would include transparency, but just when we were making progress, management informed us that the lack of transparency was a decision from the top to "protect the reputation and brand of the library." Management feels that they close branches and departments for spraying whenever evidence is found; therefore, they feel the bed bug problem is handled adequately. For the record, the Guild disagrees with this philosophy. In the meantime, at our request, the "Bed Bugs/Pest Control Policies" is now on the intranet under "Documentation and Forms." We encourage everyone to review the procedures, and to

have quarantine supplies available at your branch. Ziplock bags and plastic to wrap furniture can be included on your normal supply orders from Office Depot.

We also encourage all staff, especially those handling materials, to review the training office's webinar

Often the biggest barrier to finding solutions is lack of communication, so please alert your supervisors to health and safety issues. No one can solve problems if they aren't aware of them. When the chain of command fails, we've got your back.

"Don't Let the Bed Bugs Bite" (with approval of your supervisor if done on city time). Find the archived webinar and the pest control policies by searching "bed bugs" on the intranet.

At a minimum, we hope that all staff learn to identify the signs of bed bugs. If you suspect you've brought anything home on your clothes, throw the clothes in the dryer on high for one hour without washing them first.

Contract Security:

For those with contract security at your branches you are well aware of the decline

in service since the Library department changed security contractors from RMI to G4S. Coverage has declined, and G4S has a high job turnover rate. The LAPD is currently finalizing contracts on several new security companies. Once approved, we will (hopefully) be able to switch to a company with a better reputation that will be able to hold up their end of the contract. We are told the contracts are at the final stages and just need approval of the Police Commission.

In the meantime, if your branch is scheduled for contract security officers and they are not showing up, call Robert Morales in the Business Office. In addition to contract security, there are now LAPD officers hired to split time between the Goldwyn-Hollywood and Durant branches. With actual officers in the building, incidents have declined. However, management is resisting expanding this model to other branches, for the library is charged the LAPD overtime rate. Nevertheless, the Guild will certainly push for this, as the practice been the most effective action we have seen to reduce incidents with disruptive and abusive patrons.

[continued p. 8]

[Health and Safety p. 7]

Online Incident Report Database:

With the Guild's encouragement, administration is developing an online incident report database. Rather than submit a paper form, reports will be submitted, processed, and accessed through this online tool. Administration has promised the Guild that staff will have access to the database, which will give all of us a greater understanding of the issues that are happening across the system. The database is in beta form, so we look forward to testing the final product and working with management to make sure it meets our needs. In the meantime, please continue to send me incident reports with names redacted, especially when incidents were handled poorly, or especially well.

New Rules of Conduct:

Administration has been working for some time on revising the code of conduct, and they have promised the Guild that we will have input before the final draft. When a draft is made available for staff input, please review it and give any notes you have to your supervisor and to the Guild.

Suspension of Library Privileges:

Lately, there have been incidents where patrons who are currently suspended from using the library are still causing problems at other branches. We formed a sub-committee to make sure that (at a minimum) notes be added to the patron records in CARL to alert staff to the person's suspended status. If you receive a suspension letter for a patron at your location, please confirm that

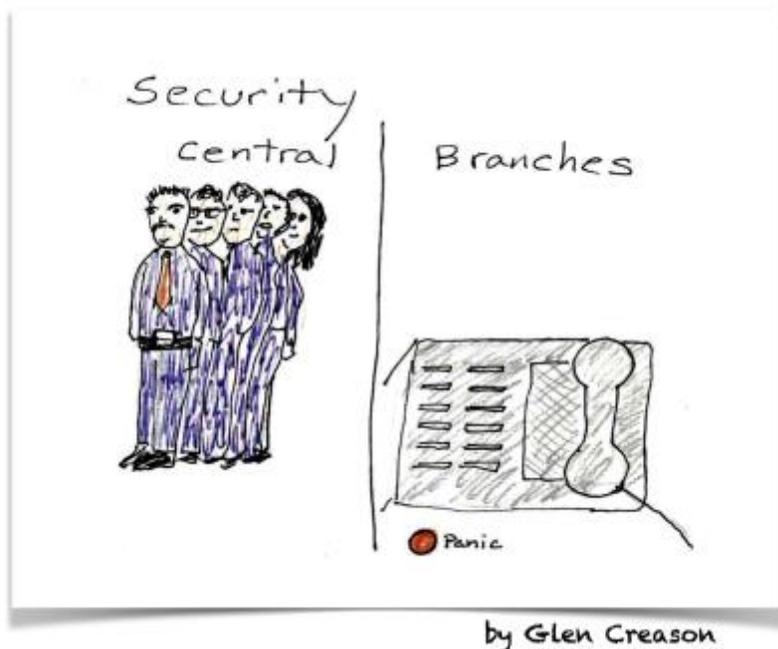
a note has been added to their record. If it hasn't, alert Robert Morales in the business office, and let the Librarians' Guild know, as well. Also, when you receive a new patron suspension for your branch, please make sure that your nearby branches are notified. A phone call will be best, because a brief discussion of who the patron is and their typical behavior might ring a bell even if the name does not.

Bag Size Limits:

At our request, management is considering more specific bag size limits. One idea is for branches to have a box (like at the airport): if it won't fit in the box, it's too big to bring into the library. Management does want our feedback about this, however, because at the end of the day frontline staff will have to enforce this rule. So the Guild wants to know: if we had specific rules on bag sizes, or the "airport box," will we enforce the rule? Your feedback is needed.

Achievements:

While many of our issues are ongoing, we do have some recent accomplishments! Since bringing it to the attention of administration, every department at Central Library now has panic buttons (like the branches).
LG.



Three Whole Years?

By Sally Dumaux, SCAN (Southern California Answering Network)

Reprinted from *Communicator* Volume 7, Number 11
(November 1974).

*This 42-year-old article is a **mystery**. Did LAPL really refuse to buy children's series at one point? If anyone knows the history behind this, let us know. (By the way, the guest Editor in Chief was a kid who wandered into the library in the mid 70's and discovered the Oz series -- and read all of them).*

If you work in a branch library this will come as no big surprise. If you have done 'juvy' replacements within the last three years, this is not exactly a hot news item. If you have a good friend who is a children's librarian, this will come as no big shock. But, if you have been closeted in some department of Central Library other than Central Children's Room...If you still think that the OZ books are on the Index Librorum Prohibitorum of LAPL...if you sneak around to used bookstores picking up the titles you missed when you were a kid... have we got news for you! Belated, but good news.

The Children's Room (and branches too) have up to 14

titles in the OZ series by L. Frank Baum previously not owned by this library. And guess what, folks, they have been there for over three years.

There are both paperback and hard cover editions.

Young librarians may sniff, "so what," but you middle-timers and you old-timers remember when the Oz series was a dirty word around LAPL. Remember when you could provoke a dandy fight by suggesting that just maybe the selection policy should be reviewed with regard to the Oz books, or heaven help us, Nancy Drew?

Ruth Robinson has more good news. The first Nancy Drew title has been received, and eleven more titles are on their way. But, please, read a couple at a time and save a few for the kids.



Sally was considered by her peers to be one of LAPL's great reference librarians and researchers. There are eight entries in the LAPL catalog under Sally's name, including a well-reviewed biography of King Baggot, an early film pioneer.

Now, Maude Hart Lovelace, anyone?

*(1974) Editor's Note: When asked if other series are now being purchased by LAPL, Priscilla Moxom, Coordinator of Children's Services, replied that under consideration right now is the "Alfred Hitchcock Three Investigators" series. She said that a series for boys is a recognized need now that Nancy Drew and Oz are with us. Series serve as bait for prospective readers and are a part of the natural evolution

of reading. Also, their purchase is a public relations gesture since they are requested throughout the system regardless of community composition, according to Ms. Moxom. Tom Swift and The Hardy Boys have not been selected, as yet, since they are considered somewhat dated.

Children's services maintain an ongoing collection reevaluation program with committees established each year. **LG**

Raises: An Introduction

By Roy Stone and Richard Kraus

You have probably heard or even know about the step system that guides our salary increases. Generally, these are the raises we get in between the contract raise(s). The step system was a 5-step system for decades, but during the contract negotiations for what became the 2007-2014 contract, it was increased to an 8-step system. There were some oddities with this, but overall employees benefited from additional salary increases, albeit small ones. The current contract that began on December 15, 2015 brought a new 11-step salary plan, which goes to 12 steps in 2018. Not all steps are equal anymore either. Anyway, our steps are available for your review on the CityPay site which Richard Kraus describes below.

To locate your current step, look at D-time, which will also show any bonuses you get. The next salary increase takes place in June of 2017, which is a 2% COLA (cost of living). Then in Jan of 2018, everyone will move from whatever step they are on to the next step, a 2.75% increase. If you are at step 11 you will go up to the new step 12.

And now the details by Mr. Kraus:

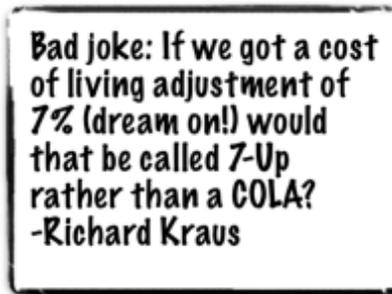
Not-So-Poor Richard On the Money:

Librarians' Guild Salary FAQ--Part 1

Text and Charts by Richard Kraus, Business and Economics Department

I hope to make this the first of an occasional series of articles in the relaunched *Communicator* on my favorite topic: money.

I receive a number of questions about paychecks and salaries and I am happy to answer them individually. I thought it might be helpful to address some of the most frequently asked questions here, along with a few questions I have made up to fill in some additional blanks.



Question 1:

Exactly why should I care about the arcane trivia of paychecks and salaries? (I made this question up, but the answer is real)

Answer:

I find this stuff fun, but I assume most of you have real hobbies. My interest in part comes from the opportunities I have had in my LAPL career to serve ten years on the Guild's Executive Board (E-Board) and to serve on the negotiating team for three MOUs. I encourage those of you with an interest in labor issues, improving the working and professional experience in LAPL, or gaining the chance to connect with a variety of LAPL colleagues to consider contributing your time and talents to participate in some way with the Librarians' Guild.

A few substantive reasons to pay attention to the arcane trivia about paychecks and salaries:

➤ Things go wrong. Members have been overpaid and then directed to return the money. Recently, the Guild learned that the transition from Librarian I to Librarian II in our new step system now has to be monitored and implemented manually rather than automatically. In years past, we have also had checks for

[continued p. 12]

Librarian I

<u>7/1/2015: Prior MOU</u>		<u>12/13/2015: New MOU</u>		<u>6/25/2017: 2% COLA</u>		<u>1/7/2018: New Step</u>	
Steps (Old)	Range 2625 (3)	Steps (New)	Range 2421 (6)	Steps (New)	Range 2470 (6)	Steps (New)	Range 2470 (6)
			\$24.21		\$24.70		\$24.70
		Step 1	\$1,936.80	Step 1	\$1,976.00	Step 1	\$1,976.00
			\$50,550.48		\$51,573.60		\$51,573.60
			\$24.88		\$25.38		\$25.38
		Step 2	\$1,990.40	Step 2	\$2,030.40	Step 2	\$2,030.40
			\$51,949.44		\$52,993.44		\$52,993.44
			\$25.56		\$26.08		\$26.08
		Step 3	\$2,044.80	Step 3	\$2,086.40	Step 3	\$2,086.40
			\$53,369.28		\$54,455.04		\$54,455.04
			\$26.26		\$26.80		\$26.80
Step 1	\$26.25 \$2,100.00 \$54,810.00	Step 4	\$2,100.80	Step 4	\$2,144.00	Step 4	\$2,144.00
			\$54,830.88		\$55,958.40		\$55,958.40
			\$27.73		\$28.29		\$28.29
Step 2	\$27.71 \$2,216.80 \$57,858.48	Step 5	\$2,218.40	Step 5	\$2,263.20	Step 5	\$2,263.20
			\$57,900.24		\$59,069.52		\$59,069.52
			\$29.27		\$29.86		\$29.86
Step 3	\$29.26 \$2,340.80 \$61,094.88	Step 6	\$2,341.60	Step 6	\$2,388.80	Step 6	\$2,388.80
			\$61,115.76		\$62,347.68		\$62,347.68
			\$30.91		\$31.52		\$31.52
Step 4	\$30.89 \$2,471.20 \$64,498.32	Step 7	\$2,472.80	Step 7	\$2,521.60	Step 7	\$2,521.60
			\$64,540.08		\$65,813.76		\$65,813.76
			\$32.63		\$33.28		\$33.28
Step 5	\$32.61 \$2,608.80 \$68,089.68	Step 8	\$2,610.40	Step 8	\$2,662.40	Step 8	\$2,662.40
			\$68,131.44		\$69,488.64		\$69,488.64
			\$33.53		\$34.20		\$34.20
Step 6	\$33.51 \$2,680.80 \$69,968.88	Step 9	\$2,682.40	Step 9	\$2,736.00	Step 9	\$2,736.00
			\$70,010.64		\$71,409.60		\$71,409.60
			\$34.45		\$35.14		\$35.14
Step 7	\$34.43 \$2,754.40 \$71,889.84	Step 10	\$2,756.00	Step 10	\$2,811.20	Step 10	\$2,811.20
			\$71,931.60		\$73,372.32		\$73,372.32
			\$35.40		\$36.11		\$36.11
Step 8	\$35.38 \$2,830.40 \$73,873.44	Step 11	\$2,832.00	Step 11	\$2,888.80	Step 11	\$2,888.80
			\$73,915.20		\$75,397.68		\$75,397.68
							\$37.10
						Step 12	\$2,968.00
							\$77,464.80

[Raises p. 10]

retroactive pay increases miscalculated and underpaid.

➤ The Guild needs informed, aware, and innovative members to help the E-Board and the MOU negotiating teams on pay issues. That is how problems get caught, solutions are found, and how innovative efforts are started, such as historic contract negotiations from the past that established pay equity/comparable worth, established hiring at above the first step to make entry-level pay more competitive, and created additional steps rewarding those who have many years with the City of Los Angeles (and recognizing their knowledge and experience).

Question 2:

Where can I look up salaries?

Answer:

Your paycheck and D-time tell you your current rate of pay. D-time also provides access to your job history and past paychecks to show your previous rates of pay. But where can you get the details explaining what they are showing you? And how can you verify if the numbers are correct and if any changes are coming?

Now you can find the answers right here in this issue! To compile the charts accompanying this article, I used these three resources. Each helps in a different way.

CityPay in the City's staff intranet

<http://citypay.ci.la.ca.us/main.cfm> The site is only accessible if you are on a city or staff terminal (we do not have remote log-in privileges as we do for the LAPL staff intranet). CityPay provides the current salary for each classification in detail, showing hourly, biweekly, and annual pay for each step. However, it does not show prior rates of pay, future rates of pay, or any numbers for bonuses.

Our Contract. Our contract is called a Memorandum of Understanding, or MOU. The City Administrative Officer (CAO) posts the current and the most recently concluded MOUs on this page of the CAO's website: <http://cao.lacity.org/MOUs/index.htm>. MOU 06 is for Librarians (I, II, III); and MOU 16 is for Supervisory Librarians (Senior, Principal I,

Principal II). Both MOUs cover a negotiated period (usually 3 to 7 years). In addition, they present each period of time that salary changes are scheduled (cost of living adjustments and other changes), as well as details about things like bonuses (what positions or situations earn bonuses) and movement among steps, etc. The salary numbers are presented in a summarized way--in much less detail than in CityPay. For each classification and date, the MOU lists the range number (more on that next), the low annual pay and the top annual pay.

The Range Book. The city has a set of four "Salary Range Table Volumes" (on the CAO's website at <http://cao.lacity.org/erd/index.htm>) that are used to spell out the detailed pay amounts for hourly, bi-weekly, and annual periods for each step and levels in between and above steps. The salary range listed in the MOU and on your D-time can be looked up here in these volumes. Salary Range Table Volume 1 currently covers all the pay ranges for Librarian I, II, III, and Senior Librarian. Salary Range Table Volume 2 currently covers all the pay ranges for Principal Librarian I and II.

There are some details to understand when looking in the range tables. For each range, there are "Levels" 0-12, then "Rates" 14-20 (I suspect whoever created these was superstitious enough to omit a level or rate number 13). For us, we only have to concern ourselves with Levels 0-12 and Rates 14-15. Each level or rate is approximately 2.75% apart. In the past, two levels (5.5%) would consistently make up a "step," but now some steps are only 2.75% (this will be shown a bit later). Also, levels used to be used to determine pay for a bonus, but that is not done anymore (see Item 4). A piece of trivia about the range number: The number is taken from the hourly rate of Level 0: so the range number for Senior Librarian is currently 3351 which is derived from the hourly rate of \$33.51 for Level 0.

A note about bonuses and how they are calculated: Bonuses used to be calculated using the levels listed in the Salary Range Tables, with 2.75% representing one "premium level" and 5.5% for two "premium levels." In an agreement with the Coalition of Los Angeles City Unions, the city now calculates bonuses without the compounding

built into the range tables. So now the bonuses are calculated this way: 2.75% is salary x 1.0275, 5.5% is salary x 1.055, and if you have another bonus such as 2.75% on top of 5.5%, then use salary x 1.0825. The loss of compounding in most cases is fairly trivial on an individual basis, but can add up when counting all city employees. Annoyingly, you have to calculate the pay when there is a bonus because it is no longer listed in any chart or table with the bonus built in.

Question 3:
When and how does our pay go up in the current MOU?

Answer:

The MOU runs through June 30, 2018. It has had two major changes already plus three increases coming up, with each change and increase being very different from each other. Refer to these notes along with the following salary charts.

7/1/2015: Prior MOU		12/13/2015: New MOU		6/25/2017: 2% COLA		1/7/2018: New Step	
Steps (Old)	Range 3078	Steps (New)	Range 2838	Steps (New)	Range 2896	Steps (New)	Range 2896
			\$28.38		\$28.96		\$28.96
		Step 1	\$2,270.40	Step 1	\$2,316.80	Step 1	\$2,316.80
			\$59,257.44		\$60,468.48		\$60,468.48
			\$29.16		\$29.76		\$29.76
		Step 2	\$2,332.80	Step 2	\$2,380.80	Step 2	\$2,380.80
			\$60,886.08		\$62,138.88		\$62,138.88
			\$29.96		\$30.57		\$30.57
		Step 3	\$2,396.80	Step 3	\$2,445.60	Step 3	\$2,445.60
			\$62,556.48		\$63,830.16		\$63,830.16
Step 1	\$30.76	Step 4	\$2,462.40	Step 4	\$2,512.80	Step 4	\$2,512.80
	\$2,462.40		\$64,268.64		\$65,584.08		\$65,584.08
	\$32.50	Step 5	\$2,600.00	Step 5	\$2,652.80	Step 5	\$2,652.80
Step 2	\$2,600.00		\$67,860.00		\$69,238.08		\$69,238.08
	\$67,860.00		\$32.50		\$33.16		\$33.16
	\$34.31	Step 6	\$2,744.80	Step 6	\$2,800.80	Step 6	\$2,800.80
Step 3	\$2,744.80		\$71,639.28		\$73,100.88		\$73,100.88
	\$71,639.28		\$34.31		\$35.01		\$35.01
	\$36.22	Step 7	\$2,897.60	Step 7	\$2,956.80	Step 7	\$2,956.80
Step 4	\$2,897.60		\$75,627.36		\$77,172.48		\$77,172.48
	\$75,627.36	Step 8	\$3,059.20	Step 8	\$3,121.60	Step 8	\$3,121.60
	\$38.24		\$79,845.12		\$81,473.76		\$81,473.76
Step 5	\$3,059.20		\$79,845.12		\$81,473.76		\$81,473.76
	\$79,845.12	Step 9	\$3,144.00	Step 9	\$3,208.00	Step 9	\$3,208.00
	\$39.29		\$82,037.52		\$83,728.80		\$83,728.80
Step 6	\$3,143.20		\$82,037.52		\$83,728.80		\$83,728.80
	\$82,037.52	Step 10	\$3,229.60	Step 10	\$3,296.00	Step 10	\$3,296.00
	\$40.37		\$84,202.56		\$86,025.60		\$86,025.60
Step 7	\$3,229.60		\$84,202.56		\$86,025.60		\$86,025.60
	\$84,202.56	Step 11	\$3,319.20	Step 11	\$3,387.20	Step 11	\$3,387.20
	\$41.48		\$86,610.24		\$88,405.92		\$88,405.92
Step 8	\$3,318.40		\$86,610.24		\$88,405.92		\$88,405.92
	\$86,610.24				\$43.50		\$43.50
					\$3,480.00	Step 12	\$3,480.00
					\$90,828.00		\$90,828.00

First change already done: December 13, 2015 changed the salary structure with a new 12-step system replacing the old 8-step system. The old step system had steps 1-5: each 5.5% apart and based on the salary range tables. In the last MOU, additional steps 6, 7, and 8 were added, but they were only 2.75% apart. The new 12-step system would establish a step 1 that would be reserved only for a negotiated trainee position. Steps 1 to 2, 2 to 3, and 3 to 4 would be 2.75% apart; steps 4 to 5, 5 to 6, 6 to 7, and 7 to 8 would be 5.5% apart; steps 8 to 9, 9 to 10, and 10 to 11 would be 2.75% apart. An additional step 12 (again just 2.75%) would be added starting January 7, 2018. The salary ranges had to be changed to a lower number so that the old step system and new step system could line up and pay rates for the lower steps could be set. In some cases, pay went up a penny or two per hour purely as an artifact of this change, not because of any intent to create a pay increase.

New step 1 in all classifications is for a trainee position that is subject to negotiation. The trainee position is not practical for all positions in all departments. [continued p. 14]

[Raises p. 13]

Only a very few employees would ever need to occupy steps 2 or 3 in the course of moving up from Librarian I to II or for any pay grade or promotion opportunities.

New step 6: replaces old step 3 (for Librarian I this is entry level for hiring).

New step 12: above any of the old steps; starts January 7, 2018.

Second change already done: December 13, 2015 changed the promotion differential. Employees who receive a promotion shall be moved to the salary step that provides a minimum 5.5% increase over the rate received in the former position. This was an improvement over the old minimum of 5.0% increase. In many cases, the actual increase will be greater than 5.5% because of how the steps in pay align with each other across different classifications. Note that this also affects moving up from Librarian I to Librarian II.

First change coming up: On December 25, 2016 we will all experience the Medical premium bonus (something new and weird in the current MOU). At this time, employees who are eligible for and participate in the Flex Program shall receive a non-pensionable biweekly health and wellness bonus of 1.5% of base salary (multiply by 1.015). However, do not plan on spending it for something fun because also effective December 25, 2016, employees who are eligible for and participate in the Flex Program without regard to whether an

employee opts out of medical coverage shall make a pre-tax contribution equal to 1.5% of base salary to cover the cost of health care. So the city giveth and the city taketh away: The net effect on taxes and take-home pay should be virtually nothing. This also means your gross pay will no longer look like any of the numbers in the chart because you will also have to do the math (multiply by 1.015 to add the 1.5%).

7/1/2015: Prior MOU		12/13/2015: New MOU		6/25/2017: 2% COLA		1/7/2018: New Step	
Steps (Old)	Range 3349	Steps (New)	Range 3087	Steps (New)	Range 3149	Steps (New)	Range 3149
			\$30.87		\$31.49		\$31.49
		Step 1	\$2,469.60	Step 1	\$2,519.20	Step 1	\$2,519.20
			\$64,456.56		\$65,751.12		\$65,751.12
			\$31.72		\$32.36		\$32.36
		Step 2	\$2,537.60	Step 2	\$2,588.80	Step 2	\$2,588.80
			\$66,231.36		\$67,567.68		\$67,567.68
			\$32.59		\$33.25		\$33.25
		Step 3	\$2,607.20	Step 3	\$2,660.00	Step 3	\$2,660.00
			\$68,047.92		\$69,426.00		\$69,426.00
			\$33.49		\$34.16		\$34.16
Step 1	\$33.49	Step 4	\$2,679.20	Step 4	\$2,732.80	Step 4	\$2,732.80
	\$2,679.20		\$69,927.12		\$71,326.08		\$71,326.08
	\$35.36		\$35.36		\$36.07		\$36.07
Step 2	\$2,828.80	Step 5	\$2,828.80	Step 5	\$2,885.60	Step 5	\$2,885.60
	\$73,831.68		\$73,831.68		\$75,314.16		\$75,314.16
	\$37.33		\$37.33		\$38.08		\$38.08
Step 3	\$2,986.40	Step 6	\$2,986.40	Step 6	\$3,046.40	Step 6	\$3,046.40
	\$77,945.04		\$77,945.04		\$79,511.04		\$79,511.04
	\$39.41		\$39.41		\$40.21		\$40.21
Step 4	\$3,152.80	Step 7	\$3,152.80	Step 7	\$3,216.80	Step 7	\$3,216.80
	\$82,288.08		\$82,288.08		\$83,958.48		\$83,958.48
	\$41.61		\$41.61		\$42.45		\$42.45
Step 5	\$3,328.80	Step 8	\$3,328.80	Step 8	\$3,396.00	Step 8	\$3,396.00
	\$86,881.68		\$86,881.68		\$88,635.60		\$88,635.60
	\$42.75		\$42.75		\$43.61		\$43.61
Step 6	\$3,420.00	Step 9	\$3,420.00	Step 9	\$3,488.80	Step 9	\$3,488.80
	\$89,262.00		\$89,262.88		\$91,057.68		\$91,057.68
	\$43.93		\$43.94		\$44.81		\$44.81
Step 7	\$3,514.40	Step 10	\$3,515.20	Step 10	\$3,584.80	Step 10	\$3,584.80
	\$91,725.84		\$91,746.72		\$93,563.28		\$93,563.28
	\$45.14		\$45.14		\$46.04		\$46.04
Step 8	\$3,611.20	Step 11	\$3,611.20	Step 11	\$3,683.20	Step 11	\$3,683.20
	\$94,252.32		\$94,252.32		\$96,131.52		\$96,131.52
					\$47.31		\$47.31
					\$3,784.80		\$3,784.80
					\$98,783.28		\$98,783.28

Second change coming up: June 25, 2017 is the Cost of Living Adjustment (COLA): You may have noticed over time that prices tend to go up. Ideally, your pay should keep up so you do not lose buying

7/1/2015: Prior MOU		12/13/2015: New MOU		6/25/2017: 2% COLA		1/7/2018: New Step	
Steps (Old)	Range	Steps (New)	Range	Steps (New)	Range	Steps (New)	Range
	3634		3351		3418		3418
			\$33.51		\$34.18		\$34.18
		Step 1	\$2,680.80	Step 1	\$2,734.40	Step 1	\$2,734.40
			\$69,968.88		\$71,367.84		\$71,367.84
			\$34.43		\$35.12		\$35.12
		Step 2	\$2,754.40	Step 2	\$2,809.60	Step 2	\$2,809.60
			\$71,889.84		\$73,330.56		\$73,330.56
			\$35.38		\$36.09		\$36.09
		Step 3	\$2,830.40	Step 3	\$2,887.20	Step 3	\$2,887.20
			\$73,873.44		\$75,355.92		\$75,355.92
			\$36.35		\$37.08		\$37.08
Step 1	\$36.34	Step 4	\$2,908.00	Step 4	\$2,966.40	Step 4	\$2,966.40
	\$2,907.20		\$75,898.80		\$77,423.04		\$77,423.04
	\$75,877.92		\$38.38		\$39.15		\$39.15
Step 2	\$38.37	Step 5	\$3,070.40	Step 5	\$3,132.00	Step 5	\$3,132.00
	\$3,069.60		\$80,137.44		\$81,745.20		\$81,745.20
	\$80,116.56		\$40.51		\$41.33		\$41.33
Step 3	\$40.51	Step 6	\$3,240.80	Step 6	\$3,306.40	Step 6	\$3,306.40
	\$3,240.80		\$84,584.88		\$86,297.04		\$86,297.04
	\$84,564.88		\$42.77		\$43.63		\$43.63
Step 4	\$42.77	Step 7	\$3,421.60	Step 7	\$3,490.40	Step 7	\$3,490.40
	\$3,421.60		\$89,303.76		\$91,099.44		\$91,099.44
	\$89,303.76		\$45.16		\$46.06		\$46.06
Step 5	\$45.15	Step 8	\$3,612.80	Step 8	\$3,684.80	Step 8	\$3,684.80
	\$3,612.00		\$94,294.08		\$96,173.28		\$96,173.28
	\$94,273.20		\$46.39		\$47.33		\$47.33
Step 6	\$46.39	Step 9	\$3,712.00	Step 9	\$3,786.40	Step 9	\$3,786.40
	\$3,711.20		\$98,883.20		\$98,825.04		\$98,825.04
	\$98,862.32		\$47.67		\$48.63		\$48.63
Step 7	\$47.67	Step 10	\$3,814.40	Step 10	\$3,890.40	Step 10	\$3,890.40
	\$3,813.60		\$99,555.84		\$101,539.44		\$101,539.44
	\$99,534.96		\$48.99		\$49.97		\$49.97
Step 8	\$48.98	Step 11	\$3,919.20	Step 11	\$3,997.60	Step 11	\$3,997.60
	\$3,918.40		\$102,291.12		\$104,337.36		\$104,337.36
	\$102,270.24						\$51.34
						Step 12	\$4,107.20
							\$107,197.92

power. The unions and the City Administrative Officer (CAO) play with different crystal balls during contract negotiations, with the CAO pleading hardship and trying to avoid, postpone, or minimize offering cost of living adjustments, while the unions emphasize how much everyone is falling behind or how much time has gone by since the last cost of living adjustment was given. The last COLA that we received in the last MOU was for 1.75% on July 1, 2013; the only COLA scheduled in the current MOU which runs through June 30, 2018 is for 2% starting June 25, 2017. Bad joke: If we got a cost of living adjustment of 7% (dream on!) would that be called 7-Up rather than a COLA?

Third and final change coming up: January 7, 2018 is the Salary Adjustment: This is following up on the last MOU, which had added 3 levels of 2.75% each above the old step 5 to go up to steps 6, 7, and 8 and moved those who were eligible up to those new levels. In the new step system, the old step 5 is now step 8 and the additional steps 6, 7, and 8 are now 9, 10, and 11. Effective January 7, 2018, each employee who is compensated on a salary range will advance one step on the salary range regardless of their step or step anniversary date. In the new step system, which now tops out at step 11, a new top step 12 will be created. **LG**

[More Charts p. 16-17]

Principal Librarian I

7/1/2015: Prior MOU

Steps Range
(Old) 4243

	\$42.43
Step 1	\$3,394.40 \$88,593.84
	\$44.80
Step 2	\$3,584.00 \$93,542.40
	\$47.30
Step 3	\$3,784.00 \$98,762.40
	\$49.94
Step 4	\$3,995.20 \$104,274.72
	\$52.72
Step 5	\$4,217.60 \$110,079.36
	\$54.17
Step 6	\$4,333.60 \$113,106.96
	\$55.66
Step 7	\$4,452.80 \$116,218.08
	\$57.19
Step 8	\$4,575.20 \$119,412.72

12/13/2015: New MO

Steps Range
(New) 3912

	\$39.12
Step 1	\$3,129.60 \$81,682.56
	\$40.20
Step 2	\$3,216.00 \$83,937.60
	\$41.30
Step 3	\$3,304.00 \$86,234.40
	\$42.44
Step 4	\$3,395.20 \$88,614.72
	\$44.80
Step 5	\$3,584.00 \$93,542.40
	\$47.30
Step 6	\$3,784.00 \$98,762.40
	\$49.94
Step 7	\$3,995.20 \$104,274.72
	\$52.72
Step 8	\$4,217.60 \$110,079.36
	\$54.17
Step 9	\$4,333.60 \$113,106.96
	\$55.66
Step 10	\$4,452.80 \$116,218.08
	\$57.19
Step 11	\$4,575.20 \$119,412.72

6/25/2017: 2% COLA

Steps Range
(New) 3990

	\$39.90
Step 1	\$3,192.00 \$83,311.20
	\$41.00
Step 2	\$3,280.00 \$85,608.00
	\$42.12
Step 3	\$3,369.60 \$87,946.56
	\$43.28
Step 4	\$3,462.40 \$90,368.64
	\$45.69
Step 5	\$3,655.20 \$95,400.72
	\$48.24
Step 6	\$3,859.20 \$100,725.12
	\$50.93
Step 7	\$4,074.40 \$106,341.84
	\$53.77
Step 8	\$4,301.60 \$112,271.76
	\$55.25
Step 9	\$4,420.00 \$115,362.00
	\$56.77
Step 10	\$4,541.60 \$118,535.76
	\$58.33
Step 11	\$4,666.40 \$121,793.04

1/7/2018: New Step

Steps Range
(New) 3990

	\$39.90
Step 1	\$3,192.00 \$83,311.20
	\$41.00
Step 2	\$3,280.00 \$85,608.00
	\$42.12
Step 3	\$3,369.60 \$87,946.56
	\$43.28
Step 4	\$3,462.40 \$90,368.64
	\$45.69
Step 5	\$3,655.20 \$95,400.72
	\$48.24
Step 6	\$3,859.20 \$100,725.12
	\$50.93
Step 7	\$4,074.40 \$106,341.84
	\$53.77
Step 8	\$4,301.60 \$112,271.76
	\$55.25
Step 9	\$4,420.00 \$115,362.00
	\$56.77
Step 10	\$4,541.60 \$118,535.76
	\$58.33
Step 11	\$4,666.40 \$121,793.04
	\$59.93
Step 12	\$4,794.40 \$125,133.84

Principal Librarian II

7/1/2015: Prior MOU		12/13/2015: New MO		6/25/2017: 2% COLA		1/7/2018: New Step	
Steps (Old)	Range 5066	Steps (New)	Range 4671	Steps (New)	Range 4764	Steps (New)	Range 4764
			\$46.71		\$47.64		\$47.64
		Step 1	\$3,736.80	Step 1	\$3,811.20	Step 1	\$3,811.20
			\$97,530.48		\$99,472.32		\$99,472.32
			\$47.99		\$48.95		\$48.95
		Step 2	\$3,839.20	Step 2	\$3,916.00	Step 2	\$3,916.00
			\$100,203.12		\$102,207.60		\$102,207.60
			\$49.31		\$50.30		\$50.30
		Step 3	\$3,944.80	Step 3	\$4,024.00	Step 3	\$4,024.00
			\$102,959.28		\$105,026.40		\$105,026.40
			\$50.67		\$51.68		\$51.68
Step 1	\$50.66	Step 4	\$4,053.60	Step 4	\$4,134.40	Step 4	\$4,134.40
	\$4,052.80		\$105,798.96		\$107,907.84		\$107,907.84
	\$105,778.08		\$53.49		\$54.56		\$54.56
		Step 5	\$4,279.20	Step 5	\$4,364.80	Step 5	\$4,364.80
Step 2	\$53.48		\$111,687.12		\$113,921.28		\$113,921.28
	\$4,278.40		\$56.47		\$57.60		\$57.60
	\$111,666.24	Step 6	\$4,517.60	Step 6	\$4,608.00	Step 6	\$4,608.00
Step 3	\$56.46		\$117,909.36		\$120,268.80		\$120,268.80
	\$4,516.80		\$59.62		\$60.82		\$60.82
	\$117,888.48	Step 7	\$4,769.60	Step 7	\$4,865.60	Step 7	\$4,865.60
Step 4	\$59.61		\$124,486.56		\$126,992.16		\$126,992.16
	\$4,768.80		\$62.93		\$64.21		\$64.21
	\$124,465.68	Step 8	\$5,034.40	Step 8	\$5,136.80	Step 8	\$5,136.80
Step 5	\$62.93		\$131,397.84		\$134,070.48		\$134,070.48
	\$5,034.40		\$64.67		\$65.97		\$65.97
	\$131,397.84	Step 9	\$5,173.60	Step 9	\$5,277.60	Step 9	\$5,277.60
Step 6	\$64.66		\$135,030.96		\$137,745.36		\$137,745.36
	\$5,172.80		\$66.45		\$67.78		\$67.78
	\$135,010.08	Step 10	\$5,316.00	Step 10	\$5,422.40	Step 10	\$5,422.40
Step 7	\$66.44		\$138,747.60		\$141,524.64		\$141,524.64
	\$5,315.20		\$68.28		\$69.65		\$69.65
	\$138,726.72	Step 11	\$5,462.40	Step 11	\$5,572.00	Step 11	\$5,572.00
Step 8	\$68.27		\$142,568.64		\$145,429.20		\$145,429.20
	\$5,461.60						\$71.57
	\$142,547.76					Step 12	\$5,725.60
							\$149,438.16

From the Archives

By Christina Rice, Photo Collection



View of Central Library and its employee parking lot, as seen from the Bonaventure Hotel construction site in 1974. (Security Pacific National Bank Collection)

The Librarians' Guild had been in existence less than two months when it was forced to tackle one of Los Angeles' biggest problems: parking. By 1968, the streetcars were long gone, and redevelopment was overtaking Downtown, which was rapidly eliminating affordable parking. For Central Library employees who had to pay to park in privately owned lots located blocks away from the building, the task of actually getting to work became an expensive and unsafe hardship.

As the issue reached a crisis level, it was turned over to the Guild's Grievance Committee in October 1968. By year end, the CAO, Board of Library Commissioners, and Mayor's Office were in agreement that the best solution was to pave over the entire West Lawn for employee parking. Despite the approval, Mayor Sam Yorty subsequently refused to release the \$55,000 needed for the project, and the Guild, along with the Library Staff Association, urged employees to take action. On February 23, 1969, 90% of Central Library staff called in sick, which severely hampered service for the day, but brought the issue much needed attention.

This attention also proved divisive as many saw the parking lot as the first step toward the complete demolition of Central Library. The Municipal Arts Commission and State Environmental Quality Study Commission were just two of the groups actively opposed to an employee lot, and court orders were issued, which delayed construction until late 1969, over a full year after the Guild became involved. Eventually, the former West Lawn would serve as employee parking until the landscaping was reimagined for Central Library's expansion, which then routed employees to a City-owned lot at the corner of 4th and Olive. **LG**

A Terrible, Horrible, No Good, Very Bad Day at Central Library

by Groaning Gertie, Central Library

We all know that Central Library is haunted. Ghastly ghouls, beasts and the living dead wander the stacks, prowl the restrooms and hide in the cubicles. Some of them even have reference questions. Groaning Gertie—third cousin twice removed to Moaning Myrtle of Hogwarts—is one such otherworldly spirit. Gertie floats from department to department and sees all and knows all. Every now and then, usually close to Halloween, she slips notes of what she has witnessed to the *Communicator*. Below is her most recent offering. (Gertie can't witness everything, so email her c/o librariansguild@hotmail.com).

By the way, Gertie's note attests to the challenges of working at Central Library and the branches. None of this is lost on library staff members, but the Librarians' Guild appreciates that the CAO's Office deeply understands all this, which is why our contract negotiations are always such respectful, friendly, breezy affairs.

From the desk of Groaning Gertie

Yesterday the following all occurred at Central Library:

10:15 a.m. Security was called after a man in a bathroom was reported to be walking around completely naked.

11:10 a.m. A female patron reported that a man had been masturbating in the cubicle in front of her, while watching her. Security identified him and detained him, and the reporting patron was willing to press charges, but the police took too long to arrive and she had to leave. Unfortunately, Security felt they had no choice but to let the masturbating patron leave.

12:17 p.m. A woman approached a reference desk to report an incident. She stated that she was in a bathroom stall when a second woman kicked the stall door open. The second woman was holding a knife and screaming things like "Who sent you? Why are you here?" Security came in minutes, and they accompanied the victim to the bathroom. Officers quickly apprehended the alleged perpetrator and then called the police. When officers arrived, they arrested the suspect.

4:12 p.m. Library Security received a complaint from a young woman who said a man grabbed her arm. Apparently, he had thrown a wadded up piece of paper at her with instructions to meet him a few minutes before he grabbed her arm. Security tried to look for the man, but he had fled.

7:19 p.m. an enraged patron threw a cell phone at a library employee and hit her in the arm. Security had to surround the patron and clear out the first floor before being able to successfully detain him. The police came and ultimately talked the staff member out of pressing charges. **LG**

Serving Local Self-Published Authors by Catherine Royalty, Acquisitions

Many of us have been approached at the reference desk by an eager local author who is clutching their masterpiece and desperately wants you to help them get the seal of approval—inclusion in the Los Angeles Public Library collection. Sometimes the book is nothing more than a Word document in a 3-ring binder. Sometimes the book looks OK, but you hardly have time to read it cover to cover. What do you do?

We can't offer to proofread and fact check all these self-published books for free and give the authors our feedback. We also can't promise that the library will buy 72 copies and prominently display them in our collections all across town (a frequent request I get). But what we can do is recognize that local authors are reaching out to us for help because they see the Los Angeles Public Library as one of the city's premiere literary institutions, and we should do what we can to support them.



I frequently field calls from our local authors, so I have some sense of the kind of information they need and the types of questions they are likely asking you. Basically, being a successfully self-published author is akin to running your own small business, so I sympathize with these folks who are just starting out and getting their bearings. Therefore, I put together the *LAPL Writes* web portal (under *Collections and Resources* on the LAPL homepage) as a resource for our local author community and also as a tool for you to use when they approach you. The portal pulls together many of LAPL's excellent existing resources for writers into one place. There are suggested booklists, websites and links to *Gale Courses* and *Universal Class*, which offer online courses on everything from writing YA fiction to publishing one's e-book.

The webpage also includes detailed instructions for patrons who wish to submit their title for inclusion in the Library's collection, so please direct inquiring patrons to this information. The process and information on the selection criteria is clearly spelled out for them.

Branch events for writers are also highlighted. If you have a writing group or similar program at your agency, let me know and I will add your programs to the list. I am trying to tie the web portal to more programming—for instance, we have our second annual Indie Author Day at Central on Saturday, October 8 with a local author panel and presentations on creating a professional-level finished product and marketing. If you have more related programming ideas, I would love to talk to you (please let me know if you're planning on doing anything with *NaNoWriMo* this November).

Finally, please direct any interested patrons to all the services we provide to authors of self-published e-books. For instance, we have a fantastic new program called *Pressbooks Public*, where patrons can layout, design, and export a professional quality e-book file free of charge (access to comparable commercial products can be quite expensive). I am also still very excited about *Self-e*, the platform local authors can use to upload their e-books for circulation at LAPL, libraries throughout California, and possibly nationwide. You can find all the details about *Pressbooks Public*, *Self-e*, and our locally submitted e-book collection at the *LAPL Writes* portal.

In closing, I wish to reiterate that even if we cannot add a local author's book to our collection, we may still be able to help them by providing them with information on copy editing, hooking them up with one of our branch writing groups, or teaching them how to market their title. Then maybe their next effort will be a well-edited, polished, professionally reviewed title that we would love to have in our collection.

Please feel free to direct any of your local self-published author questions to me (croyalty@lapl.org). I am always happy to speak with them. **LG**

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Librarian's Guild Officers 2016**Trustees:**

2014-2016: Karen Pickard-Four (East Valley Area Office)
2015-2017: Bob Anderson (Literature & Fiction)
2016-2018: Denice Nossett (Wilmington)

Supervisory Stewards:

- Central Library – Sheila Nash (Art and Recreation)
- Central/Southern & Northeast – Dora Suarez (Arroyo-Seco)
- East and West Valley – Ken Blum (West Valley)
- Hollywood & Western – Johathan Pitrie (Memorial)

Rank & File Stewards:

- Central Library – Brooke Sheets (Children's Services)
- Central/Southern – Corinda Humphrey (Vernon)
- East Valley – Kate Aaronson (Valley Plaza)
- Hollywood – Shakti Maisen (Pico Union)
- Northeast – Erica Silverman (Silver Lake)
- West Valley – Matt Rodriguez (Encino-Tarzana)
- Western – Anna-Marie Farquhar (Hyde Park)

Sunshine Committee: Celebrates momentous events in our member's lives, be it birth or adoption of a child, marriage, graduation of a member, promotions, retirements, and awards.

We also show our support when there is a death of a member or in their immediate family, long-term illness or major surgery; and we lend our support if there is a major trauma to an entire department or branch.

If you hear of any Sunshine need please send the name, work location and anything else that would help (name of family person who passed away, name of new baby and husband, what the award was for, name of new spouse....)

You can send the information to pyonezaw@lapl.org.

Sunshine Chair: Pearl Yonezawa (Los Feliz Branch)

AFSCME Council 36 Business Representative

Teresa Sanchez
E-Mail: teresa@AFSCME36.org
Phone: 213-487-9887
(Press Zero for Operator)

Retirements

Please let us know of any retirements and send us photos and captions!



Beth Rubin, YA Extraordinaire

Beth worked for LAPL for 18 years—first as an MC, then a Clerk Typist, and finally as a Young Adult Librarian.

She last served the Palms-Rancho Branch, and her friends and co-workers bid her a reluctant farewell at a reception.

Toasting Beth, Erika Thibault, Western Area Manager, said “The next Young Adult Librarian at Palms Rancho has big shoes to fill.” Henry Gambill added that he had never met a YA who had such an easy rapport with teens.

Left to right: Teresa Mons (Youth Services), Beth and Henry Gambill (Brentwood)



Clockwise: Dwayne Allen, Crystal Price, Sonia Gonzalez, David Tulanian, Daisy Pulido, Mildred Palacio, Jasmine Slaughter

DAVID TULANIAN BIDS FAREWELL TO LAPL:

On Wednesday, Aug. 31, co-workers and guests gathered for dinner at Lucille's BBQ, Culver City. David retired after a 30-year career at LAPL, having served most recently as Senior Librarian at Alma Reaves Woods - Watts Branch.



Left to right: Sylvia and Robyn Myers (Business Office)

Sylvia Galan-Garcia (Northeast Area Manager) retired on May 1, 2016 after serving LAPL for 37 years. She started as a student librarian in 1976.



(Left to right) Carol and Maggie Johnson (Palms Rancho)

Carol (Duan) Chao retired in September 2016 after serving LAPL for 30 years. Carol was the longtime Senior Librarian at Robertson Branch Library.

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All Guild members are encouraged to attend our **monthly membership meetings** (specific dates and locations vary), and are invited to attend our **monthly executive board meetings** (held 2nd Wednesday of each month at Council 36; Dinner at 6:30pm. Meeting commences at 7:30 pm. *See address above*). Notices of membership meetings, including locations, are sent via e-mail. If you are a member, please contact Henry Gambill at hgthe3@yahoo.com to receive these notices.

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Vi Ha, Teen'Scape (Central Library)
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Moved? Transferred? Extended FMLA?

You can drop out of our mailing list! Help the Guild keep up to date with your moves by e-mailing us your updated addresses, e-mails, phone numbers, etc. Contact LIBRARIANS Guild@HOTMAIL.COM