

COMMUNICATOR

LIBRARIANS' GUILD LA DECEMBER 2020 VOL. 45 NO 1

A Year in Review

It's been a year! From a staff art showing in select branches, to the passing of longtime Library Commissioner, Rita Walters, beloved staff Cheryl Funada, Jan Metzler and Helene Mochedlover; to the COVID-19 pandemic and nationwide Black Lives Matter protests. Our illustrious Librarians' Guild President, Henry Gambill's resignation to Library staff serving as Disaster Service Workers across the City of Los Angeles in which we filled and continue to fill many roles for our communities assisting those in need during this ongoing pandemic; to our fabulous 2020 DAIA recipients.

2020 has been a challenge for so many. We have all done and continue to do our best everyday juggling many roles and responsibilities. We see you, we hear you, and most importantly we appreciate you. Thank you all so much for the various roles that you have filled within the Librarians' Guild, across the City of Los Angeles, and in your homes. -- Ziba, Cynthia, and Rita

First let's start with this...

Throwback to September 6, 1979

This following Communicator article from 1979 chronicles a part of the Guild's past that many current members are not aware of, should know about, and not forget. "The LAPL 21 is an important part of our union's history and I am afraid most people don't know about it."

"It was one of the first times LAPL staff at all levels, spearheaded by the Guild, took a stand for our rights and protections." Pearl Yonezawa, Senior Librarian, Los Feliz.

Many thanks to Pearl for bringing this historic article to our attention.

STEPPING OUT

By Lil Clary

November-December
1979



September 6, 1979 saw a major work action by the Librarians' Guild. Librarians walked off the job at noon, closing 28 branches and several Central Library departments. Some 300 librarians, friends and supporters from the clerical staff participated in informational picketing on the sidewalk in front of the 5th Street entrance to the Central Library.

The walkout was a major showing of the solidarity and determination of the membership on the issues of contract negotiations and health and safety. During negotiations in August, it had become obvious that the City had no intention of "bargaining". The attitude was "this is all we intend to offer, take it and stop snivelling". The City had said NO to retroactivity, to health and safety concerns, and the very important changes in contract language; the salary offer of 4%-5%-6% (depending upon one's unit) was an insult. Thus, at an important membership meeting, librarians voted to walkout for a 4-hour period, from noon to 4 on the 6th of September. It was necessary to show our determination and muscle as a unit, though it meant losing 4 hours pay and risking disciplinary action.

It was an exciting day: picket signs and flyers made an appearance; branch staff drove in from all over the system; unidentified persons with telephoto lenses spent hours filming the picket line; major TV and radio news stations sent crews to film and interview the participants ("And there's more labor unrest in Los Angeles tonight, in an unlikely sector, the public library"). Many clerical staff spent their lunch hours and coffee breaks walking the picket line -- and some even joined in the full demonstrations, losing 4 hours pay along with the librarians!

The job action had the desired effect, for stalled negotiations reopened the following week. The City's negotiators seemed anxious to put the 7% salary offer on the table . . . perhaps the news broadcast in which Roy Stone spoke of the insulting 4% proposal had something to do with it? Among interesting side effects was a sudden focusing of attention on the health and safety problems of the Central Library. Council members and their deputies toured the structure; Councilman Farrell told the full council that not one of them would put up with working conditions such as existed at Central; Councilman Snyder told council he wouldn't blink an eyelash if the staff walked out again in protest of working conditions.

STEPPING OUT...
(CONT.)

And yes, another effect was that staff lost 4 hours pay.
But it was worth it and we'd do it again!

BRANCHES WHICH CLOSED 12-4 PM
SEPTEMBER 6, 1979

--compiled by Rosalie Preston, Cypress Park

TOTAL 28

CENTRAL REGION - 7

Angeles Mesa
Baldwin Hills
Hyde Park
Junipero Serra
Exposition Park
Vermont Square
Washington Irving

EAST VALLEY REGION - 5

Pacoima
Panorama City
Sherman Oaks
Studio City
Sun Valley

WEST VALLEY REGION - 1

Encino-Tarzana
(West Valley would have
closed but a substitute was
sent from another branch
in the Region).

HOLLYWOOD REGION - 3

Echo Park
Felipe de Neve
Memorial

NORTHEAST REGION - 3

Benjamin Franklin
Cypress Park
Malabar

SOUTHERN REGION - 4

John Muir
Mark Twain
San Pedro
Wilmington

WESTERN REGION - 5

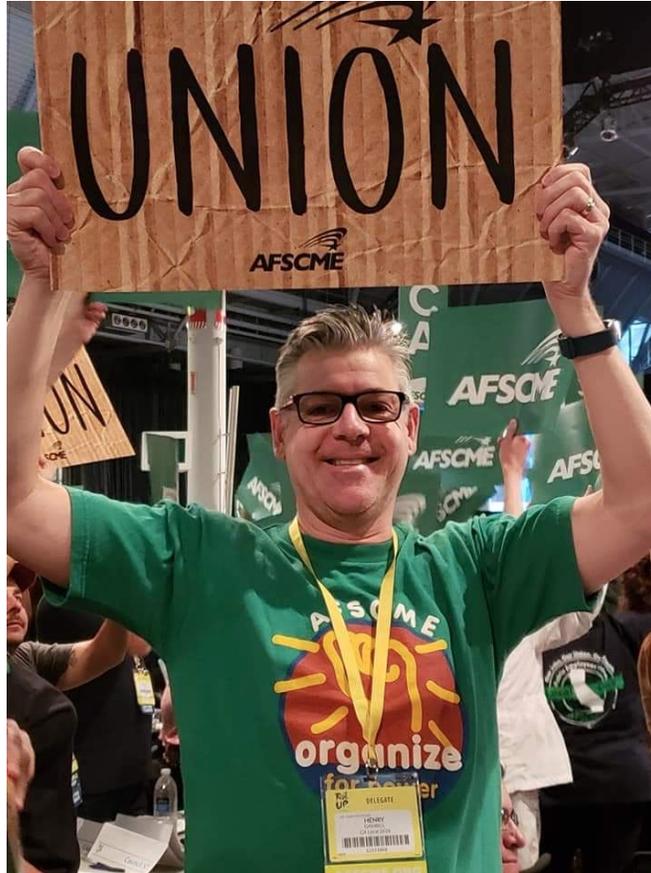
Brentwood
Mar Vista
Palms-Rancho Park
Robertson
Venice
(West Los Angeles would have
closed but a substitute Librarian
was sent from another
branch in the Region).

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T H E L A P L 2 1

<u>NAME</u>	<u>POSITION</u>	<u>YEARS SERVICE</u>
Wayne Burton	Clerk Typist	13
Doris Dosser	Senior Librarian	17
Betty 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

* * *



Henry Gambill, Senior Librarian, Playa Vista at the 2018 at the AFSCME international Convention in Boston (Photo credit: **Lisa Palombi**)

On Thursday, July 2, 2020, Henry Gambill ended his term as President of the Librarians' Guild, sending a heartfelt and moving letter to members regarding his decision to step away and focus on his family. Having served in several capacities since 2007, Henry has seen our organization through countless challenges and obstacles. He has advocated for our members as a Steward, participated in contract negotiations, and represented our Local at international conventions. In all of these efforts, Henry has taken the high and often difficult road, providing visionary leadership at critical moments. His unflinching dedication to the mission of the Guild, his profound concern for each member, and his legacy of accomplishments will continue to touch our work lives for many years to come.

Many members have contributed wonderful memories and thanks to the Kudo Board in his honor: <https://www.kudoboard.com/boards/BCEk8yp4>

Henry's strength as a union leader derives from his extraordinary ability to listen. He can actively listen to a member's concerns when they call for help, and leave that member feeling heard and relieved. He can listen to negotiators' arguments during contract talks and hear the words that are not even being said. Like the best reference librarian, he knows how to listen for what the real question is, and then does his best to answer it. His warm and generous nature help to set a constructive tone for even the most contentious meetings.

As I mentioned in my first President's message, even Henry's act of resignation has contributed to building a stronger Guild. This act of sacrifice serves as a call for redesigning the business of the Executive Board with a focus on sustainability. This tumultuous time in history has torn many long standing structures to pieces. Henry's honesty lays bare some of the structural weaknesses that have kept our organization from realizing its full potential as a member driven body. It is our turn to listen to Henry and guide the Guild into its strongest and most diverse chapter yet.

For his many years of service to the Librarians' Guild, to the Los Angeles Public Library, and to each and every one of us, we extend our deepest appreciation and gratitude.

Lisa Palombi, President of the Librarians' Guild, Senior Librarian, Silver Lake

Returning to Work and Mental Whiplash

by Elyse Barrere, Young Adult Librarian, Sherman Oaks

In 2016 I was home on Workers Compensation leave for about 8 months. Last year I was out for almost exactly 12 months. This year I have been home since February 28th after getting hand and arm surgery. So I can confidently say I've learned a few things about being home for long periods of time but I've also learned a few more things about what happens when you go back to working 40 hours a week after a long period of free time. This feeling may seem similar to when you've gone on a long vacation, but there are a few snags you may not expect.

If the first few months of being off work feels like stepping off a moving platform onto regular floor, then getting back to work is like stepping onto a fast moving treadmill from a dead stop. First of all, you may find yourself vaguely disoriented. Sure, you've been a librarian for years, but you're going to spend a bit of time sort of wandering around reminding yourself of what it is you do. Your desk will possibly need to be cleared off if people have been leaving things on it for you. Or you may need to set it up all over again if it had to be used by someone else. This will give you some time to reorient yourself with paperwork and to get your bearings a bit. There may be new rules or procedures, and you'll have to learn them. You'll probably make some mistakes while getting into new habits, be nice to yourself and if you're having a hard time you can always talk to your manager to let them know you're trying your best.

Stuff will have moved around and you're going to find yourself asking questions like, where are the pencils? What happened to the biographies? What do you mean we don't use that template anymore? Take a tour of the branch and the workroom like you just started working there. It's a bit like coming to a new job, especially if there have been staff changes.

Some things will come back that you won't expect. I was sure the cash report was going to be lost in the flotsam and jetsam of my mind...but no, there it was, right up front, apparently burned into my brain like ancient runes. It took me only slightly longer than usual to finish. Still not sure how I feel about that.

Then, the patrons and coworkers will want to chat and catch up, and, in the case of patrons, ask you lots of questions. Now, you may live alone, you may live with a furry roommate or three, you may live with your family. No matter how full your home is, you will almost certainly not have had this much interaction with other people in months. It doesn't matter how extroverted you are, this is going to be a mental strain. And in this pandemic, we've probably all had even less interaction with people than ever, so the stress of suddenly being around a new group will be Real.

Finally, you are going to be E X H A U S T E D. I am a night owl. On a normal night I don't fall asleep before 1am. (I have had insomnia since I was in preschool. The rule was, I could be awake, but I had to be in bed. No sneaking out to watch TV from behind the couch.) But, for the first two weeks when I got back to work after both of my medical leaves I found myself fighting to stay awake until 10pm. I usually sleep for about 6 hours and I wake up throughout the night. Not so during this time. I am asleep and dead to the world until my alarm wakes me up.

So, as we slowly start going back into the branches in this first step to reopening just know, you're going to have to ease back into "real life".

You'll be a little raw.

You might be a bit irritable.

You'll sleep...a lot.

You'll be slightly lost for a while.

But I promise, you'll soon find yourself getting back to normal.

Ergonomics. Learn it. Live it. Love it.

by Elyse Barrere, Young Adult Librarian, Sherman Oaks

So, let's do a quick rundown of what medical procedures I've had done to my hands in the last 6 years. Bilateral carpal tunnel surgery. A cortisone shot for trigger thumb. Trigger thumb surgery. Physical therapy and a cortisone shot for DeQuervain's tenosynovitis. Surgery for DeQuervain's tenosynovitis and radial tunnel syndrome. The physical therapists know me VERY WELL...they ask after my family and my cat.

If I may be so bold as to reference a famous movie,
"One word: Ergonomics."

Our library buildings are beautiful and historical and not at all set up for people who spend much of their day using computers. Add in the height difference between all the people who have to share the desk and it's no wonder that we are usually not comfortable while we work! As we all

start typing on computers younger and younger and use our little magic boxes more and more we are learning that ergonomics are essential to our health and our ability to pursue our careers.

When I started my worker's comp journey I got an ergonomic study done at my branch. It was very useful and it helped with so many of my issues and even though I still had to get surgeries I do believe that in the end my injuries were not exacerbated after I came back and I know that other issues I was having went away once I had a better work setup.

My road to getting the ergonomic study was a bit different because I had a worker's comp claim but the result was the same.

Someone came to the branch and looked at my workroom desk and at the Information desk. They took pictures of how I worked before the study and they took pictures after changes were made and they took pictures AGAIN after they came to check on the new set up!

I told them that the workroom wasn't as problematic for me, and because we share computers I was only given an ergonomic keyboard that I could connect to any of the computers (wired vs. bluetooth devices will come up later). But, if I needed it, they would have set that up as well!

They evaluated my body type and the chairs we had at the desks, especially the chairs at the information desk since we share those. I was measured and they pinpointed the problems with the current chair and I was given my very own "fancy" chair. It is quite nice and they adjusted it to me when it first came. They offered to get me two chairs, one for the workroom and one for the Information desk. I tend to not spend as much time sitting at my desk in the workroom (I bounce between the computer and my desk and doing other things) so I opted to just get one chair and keep it at the public desk, but it's good to know that if you need two chairs, they'll get them for you.

The evaluator installed one of those keyboard trays at the desk for me to use and showed me where to put the screen so my neck was at the best angle. (The top of the monitor should be level with your eyes or if you hold your finger out at shoulder height it should be centered on the screen.) More on this later.

Finally, I told them that my neck was often in pain and I showed them how most of the time I had to cradle the phone receiver between my neck and my ear while I typed. (I have always thought of this as the "70s secretary move.") They suggested that I have a headset to use to answer and talk on the phone. Now, first, they wanted to give me one that was going to have a cord attached to the phone. I told them immediately that that would be a Truly Bad Idea. I know myself, I know that I would absolutely reenact Saturday morning cartoons by getting up and walking off with the headset still on thus pulling the phone and probably all sorts of other things off the desk at least once a week. Thankfully, they listened to me and I got a wireless headset. I'm telling you now, if you have neck issues: Get a headset! It will make your neck feel better and you get to feel like 90s Madonna or Lady Gaga at the desk. As an extra bonus perk, since I

am the only one who uses the headset when I get back to work I will know that I'm in a much better place to avoid a contaminated phone, not only in the Coronapocalypse but also during regular old cold and flu season. It is probably the best piece of ergo equipment I have at work. After a few weeks with my new setup the ergonomic evaluator came back to check on how things were going. At this point I told them that I hated the keyboard tray with a fiery passion and that I was pretty sure my taller coworker hated me with a fiery passion for bringing it into his life as he was whacking his knees on it constantly. I showed them that I was uncomfortable with the position it put me in, that I didn't want to rest any weight on it but because of the height it meant that my shoulders were constantly raised. I showed them how I preferred to sit (with my chair a bit lower (my feet on the ground) and my arms raised up a bit but my shoulders were relaxed. He looked at the position and said, that works! And redid a few things so I could stay like that.

Now, I will say that I don't use the keyboard as much as I should (which is to say, always). It happens to be a bit too big for my hands and I feel that I'm constantly stretching in awkward ways, especially with my pinkies. Additionally, it is not a bluetooth keyboard. I think when I was evaluated they didn't have bluetooth ergonomic keyboards so it wasn't an option so I ended up trying to move the regular keyboard out of the way since I couldn't get it unplugged and then plug mine in and the cords were just a giant tangle of snakes. Now there are bluetooth options and my coworker loves hers. And again, in the age of COVID19 this has an extra added benefit of being my personal keyboard, I won't have to worry about sharing it, and germs, with my coworkers.

There is absolutely nothing to lose with an ergonomic study. A few things to know:

- When you get ergonomic equipment, it belongs to YOU and you will take it with you when you change branches.
- You can have them come back and reevaluate you if you switch branches or if you have a change in your physical circumstances.
- They will replace things if they stop working. We have a line item in the budget for these ergonomic studies so use them!

I have gotten very close with my physical therapists and my orthopedic surgeon. We've had quite a lot of discussions about how they are seeing people with carpal tunnel and other tendinitis issues at much younger ages. I was only about 34 when I finally went to the doctor. And I'd been seeing my symptoms getting worse for a few years before that starting in my early 30s. I am old enough that we were still using typewriters to write essays in elementary school (electric typewriters, but typewriters nonetheless). I started using a computer for my schoolwork more regularly in middle school. I got my own computer (a laptop) when I went to college. I am writing this article on a bluetooth keyboard that is connected to my phone where I'm using the GoogleDocs app. Who knows what is coming next (I refuse to imagine any implants in my brain. I've read "Feed" by M.T. Anderson. It's a hard NO from me.) The younger people coming into the workforce now will likely have been using computers and keyboards from the time they were in elementary school adding years of microtraumas to their hands and bodies.

I know I have at least another 25 years before I could retire “early” at 65, I cannot imagine I will retire before 70 and maybe not even completely, ever. I am going to need my hands for a while, not only for work but to do the crafts I enjoy. I take better care of my hands now, I take supplements for my tendons and my joints. I try to make sure I’m not in bad positions when I work. I go back and forth between using my thumbs to type on my phone and using just one index finger and typing a little slower. Luckily I often can type on a keyboard without needing to look at the screen because I know how to touch type which means that often I don’t have to worry if the screen isn’t at the right height. The downside, I seem to be physically incapable of doing the two fingered typing technique without getting annoyed and going back to my old ways.

All this rambling is just to say, if you feel like you have aches and pains get an ergonomic study. Tell your friends.

All the cool kids are doing it!

STEPS TO GET AN ERGO STUDY

1. Talk to your manager.
2. Go to inside.LAPL and fill out the request.
3. Make the first appointment and get the evaluation done.
4. Enjoy your new setup!

***LAPL Staff Art Exhibit,
a Deeper Look Behind the Art***



I was traveling in Scotland and spending the evening at a farmhouse/B&B near Blairgowrie. Our room was right next to a pasture where the owners kept two deer. The deer were very tame: so tame that they walked right up to the open window of our room to look inside. We had some carrots with us, so we decided to try to feed them. Not only did they eat our carrots, but they ate them right out of our hands! Anyway, I had my camera out and I knew that I **had** to have a photo. While they stood at the window staring at us--waiting for more, I'm sure!--I took the shot.

Denice Nossett, Senior Librarian, Wilmington



Title: ***Death of a Bullfighter***

Medium: Oil on canvas

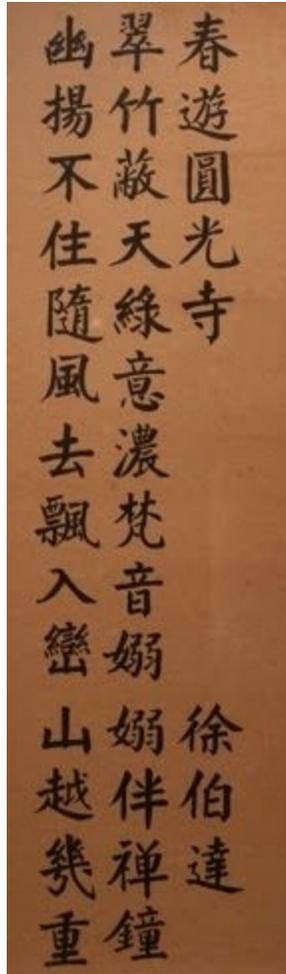
Death of a Bullfighter is an oil painting inspired by the poetry of Federico García Lorca. There's a beautiful line in one of Lorca's most celebrated poems, Romance sonámbulo/Sleepwalking Ballad, in which he describes the bloodstained shirt of a wounded man who arrives too late to see his lover, a gypsy girl who has committed suicide: "Your white shirt bears three hundred dark roses." In this painting the blood on the matador's clothing takes the shape of roses, death breathing life in the tradition of Mexico's Day of the Dead, a celebration of death as part of the cycle of life. I did my research for this painting at my local public library, where I drew inspiration from photographs of actual matador outfits. The Los Angeles Public Library has more than 300 books of Lorca's poetry in its collection.

Monica Valencia, Public Relations Specialist Hollywood and Northeast Regions, Pio Pico Koreatown



Celia in Rome This was inspired by a picture that I took of my wife (Celia) when we travelled to Rome last year. I always wanted to visit Rome and taking that trip with her was a dream come true.

Adam Mendelsohn, Central Southern Area Manager, Central Southern Area Office



The Chinese calligraphy of a Tang Dynasty style poetry I did in 1972, when I was in my college years, was composed and written in ink after an excursion to a buddhist temple in Taiwan.

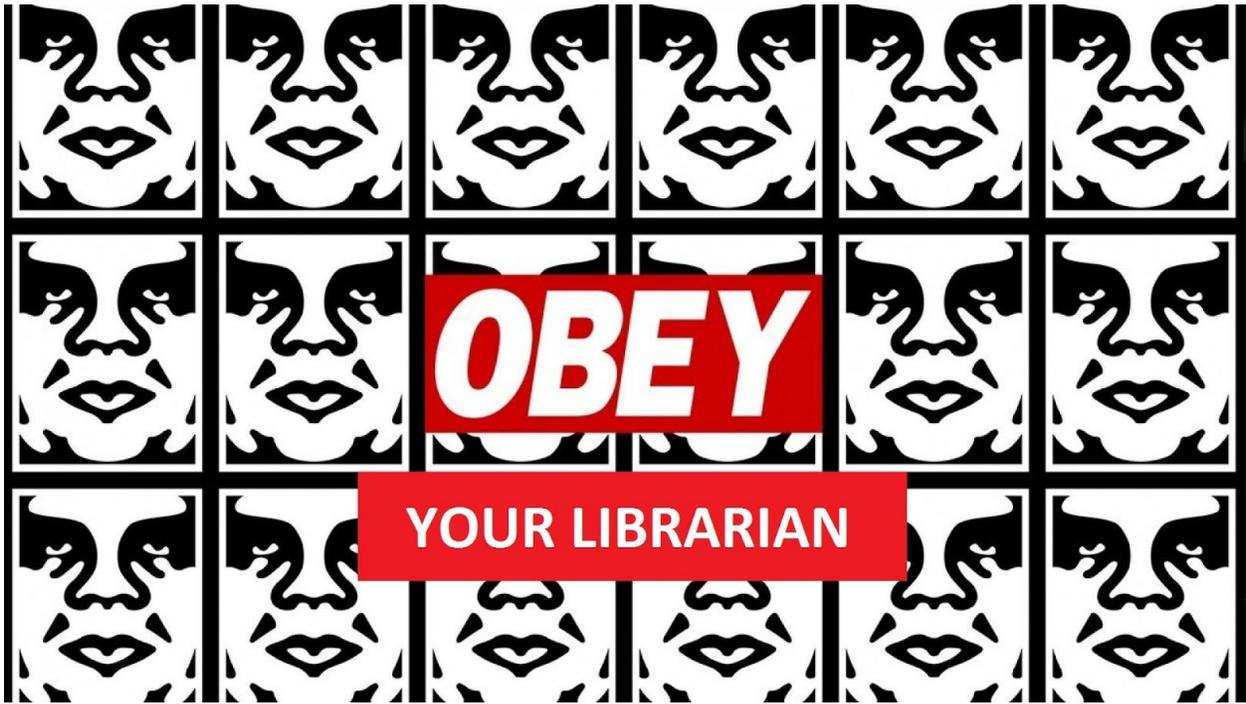
Por D. Hsyu, Librarian (Half Time), ETC Catalog, Central



My drawing, "Miss Nikki Soars", was inspired by a photo of my daughter leaping into a creek in the Sunland-Tujunga area. It reminded me that our children must make that leap into the world. Parents hope that we have provided all of the tools/skills that they need to succeed.

Haroldeane "Deanie" Snell, Adult Librarian, Sunland-Tujunga Branch

The *Communicator*: The Los Angeles Public Library will once again be releasing a masterpiece library card for 2020! Help us choose the new design!



Shepard Fairey - *OBEY (Your Librarian)*



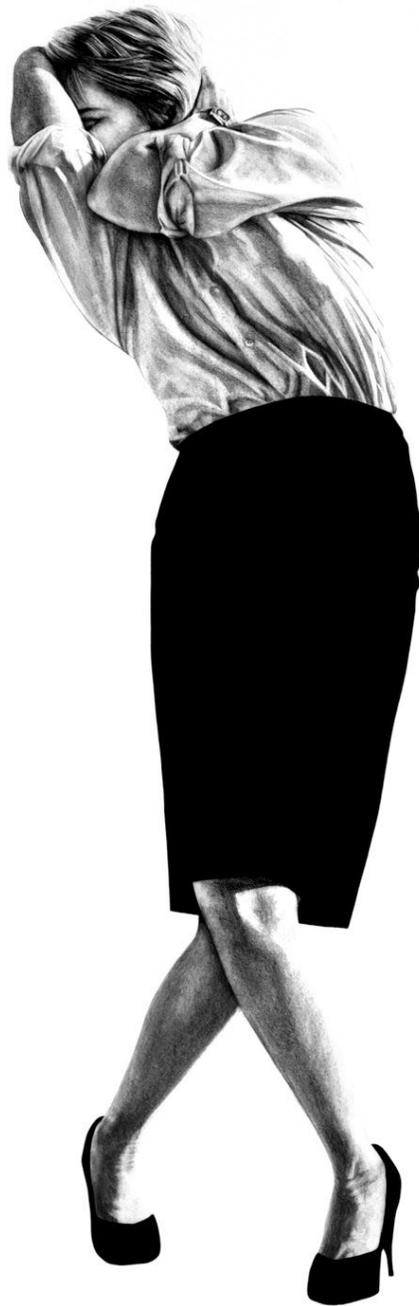
Keith Haring - *Newspaper Fight*



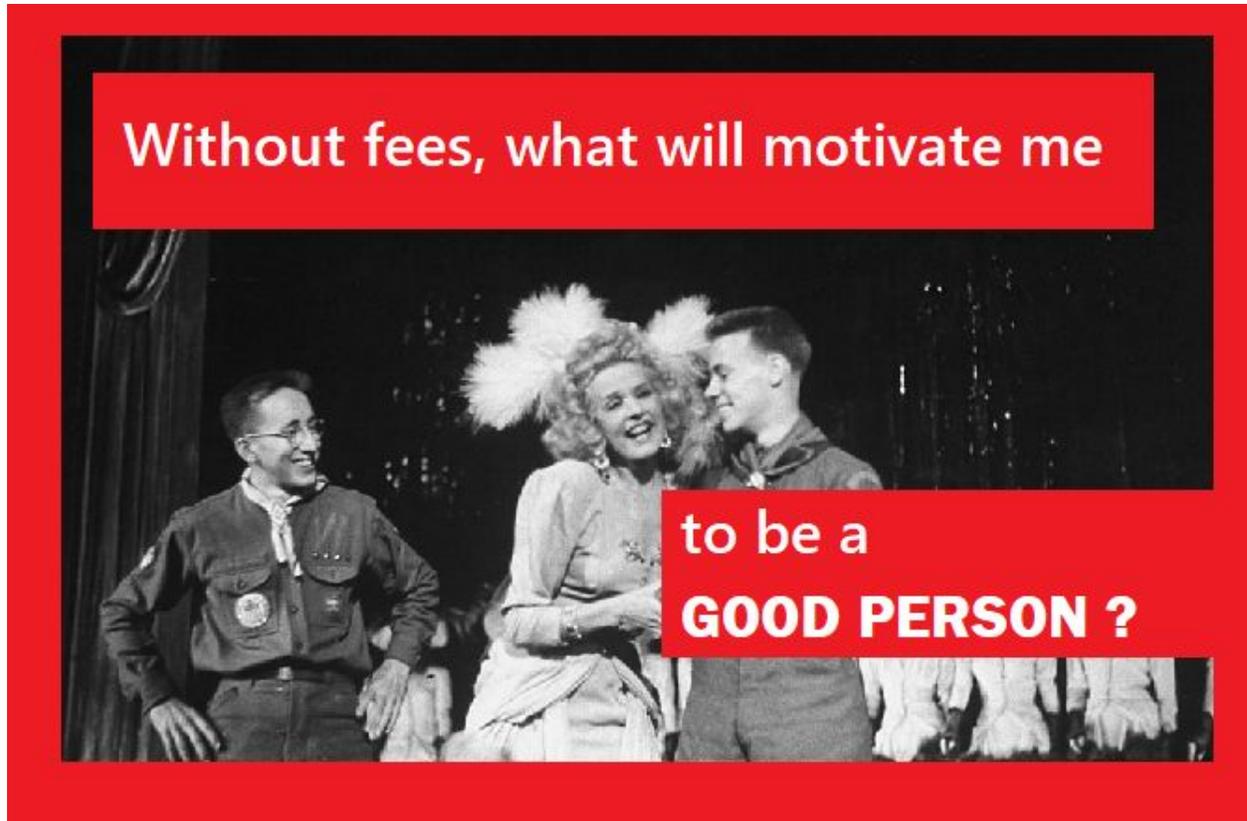
Banksy - *Free At Last*

**PUT YOUR SHOES
BACK ON,
PLEASE**

Christopher Woll - *Put Your Shoes Back On, Please*



Robert Longo - *Untitled (That Patron is Asking For You)* from his famous "Librarians in LA City" series



Barbara Kruger - *Untitled (Self-Motivation)*

Tina Princenthal, Senior Librarian, InfoNow, Central

The Basics of Project Management

by Vi Ha, Librarian III, Octavia Lab

Sometime during my tenure at Teen'Scape, I discovered that I had way too much to do and no means of getting it organized. I had stumbled into the basics of project management and had to figure out a method of documenting tasks, assigning tasks and showing when tasks were completed. A lot of what I describe below usually started out as a to-do list that outgrows itself shortly because of its complexity.

I'm a firm believer in the laziness principle: the best solution is the one that involves the least amount of work. I apply this principle to my daily activities: to where I get my morning coffee, to why I ride a bike, etc. It doesn't mean I do nothing at all. Rather I interpret this as, if there is a place to leverage a bit of extra work for the greater gain and ultimately, less day-to-day work, not depend upon my memory, and ultimately leads me to doing less work, I'm willing to do this.

As soon as a project is too complex to maintain as a to-do list on a sheet of paper and becomes a list in Google Docs or Google Sheets, I start thinking about ways to automate tasks using

Google App Scripts. Google App Script is basically a variant of the Javascript programming language. When I start cooking up code, I tend to do general search terms: “update calendar from Google Sheets” or “send email from Google Form”. With Google App Scripts, I can automate actions to work within the G Suite of products. I can get Google Sheets to update my Google Calendar. I can get Google Forms to validate data and update a Google Sheet.

Caveat: I’m by no means an expert at scripting. I never studied Javascript. I do know how to copy and paste. I do a lot of copy and pasting from internet searches and spend lots of time debugging and cursing. Arguably, what I call the laziness principle isn’t that lazy. Some of these projects take weeks upon weeks of fixing. Here is a sampling of some of the projects I’ve cobbled together throughout the years.

Problem: In Teen’Scape, I had to host multiple class visits in a month, if not in a week. The usual workflow was a phone call from a school, a follow up confirmation email, and then, update my Google Calendar. Because I was doing the follow up email by hand, none of the data of what school was visiting and what kind of school visits Teen’Scape was getting were being retained.

Solution: I built a Google Form that I would use while talking to a teacher, enter in all the information and that form would then update a Google Sheet, which would then create an event in my Google Calendar. I could use the Google Sheet to track repeat visits. I could use the event in Google Calendar to remind myself to prep the class visit. With the form, I made sure I asked all pertinent questions and didn’t forget to ask something.

Improvements Not Built: I would have liked to have built the part of the script that would have emailed the teacher what we talked about agreed to. Another consideration was whether to offer the form to the teacher, but I realized that in the end, that a phone conversation was still necessary. Even though no one likes phone tag, people hate email tag more.

Problem: As part of the duties of Teen’scape, the librarian staff is responsible for creating the YA order sheet for the entire system. In order to create that order sheet, the librarians were responsible for selecting books that met the criteria for purchasing (high interest, quality, community interest, diversity, etc.) In order to find these books, librarians were expected to keep up with review literature (Library Journal, School Library Journal, Horn Book, etc.), review selections put together by book vendors, take input from the public and librarians and remain tapped in to what was hot from other reading. There are hard deadlines in making sure that the order sheets are done on time and with consistent quality.

Solution: I created a documentation spreadsheet that shows the deadlines for each of the order sheets. That spreadsheet also had additional deadlines for each part of the process: reading review literature in a timely manner, selecting books from vendor lists, updating series lists, etc. The spreadsheet individual deadlines were automatically updated to Google Calendar. The

spreadsheet also sent out assignment email messages to tell staff when there was a new task and when it was due.

Not only was there a list showing all the deadlines, there was now a calendar view of the deadlines and email documentation that tasks were assigned.

I also added conditional formatting, so that I could track when assignments were completed. (The entire row would change color.)

Improvements Not Built: I could have created calendar events and used that as the tool to assign the task. I could have used the event invite feature, so that staff could enter the event into their own calendar. I could then script out a reminder email feature that would send a reminder a few days before it was due.

Problem: As part of the Octavia Lab, we run into questions and problems every day and we would like to be able to learn and improve on our customer service skills. There was no consistent way of telling the staff the next day of what happened the previous day. There was also no way of showing what the corrections or improvements would be.

Solution: I created a form that staff would use to submit what happened that day. That form would update a spreadsheet and email the lab staff of the day's news and problems. I've added another layer to that form that allows me to send Staff Meeting notes that address the news and problems. I have a spreadsheet that demonstrates our problems and our improvements and also email date-stamped documentation that shows that we addressed these things.

Improvements Not Built: I might still build it, but I need a way of tracking what piece of equipment breaks or software problems we are running into. This bit of information needs to be automatically emailed to the staff and also, update the same spreadsheet as above. I have yet to visualize how to track the individual pieces of equipment in a form that isn't ten pages long. We have a spreadsheet that we update by hand, but we're not very good at emailing each other and updating that spreadsheet. Is this a training issue or a badly designed workflow? I don't know.

Why am I using Google App Script and not Trello, Asana or Freedcamp to do project management? The laziness principle. I don't want to install another app. I'm using G Suite because of work; all staff members already have it and already have to use it. The projects I have been assigned all have discrete clear-cut step-by-step processes, with non-changing team members, and non-moving deadlines. There was no need to set up a Kanban board or do a scrum, because all the parts to the projects were well-defined. I was not designing a question, creating a solution, or more importantly, working with people outside my department, waiting for an answer.

How does this apply to people in Branches or in other Departments? There might be tasks that are complex enough that requires people to be reminded. I can imagine writing something that sends staff an email to submit D-Time. I know there are people out there who have built scripts to manage book budgets. I am not a blackbelt at any of this, just stubborn enough to try.

The Diversity and Inclusion Apprenticeship (DAIA)

DAIA's Mission:

As part of our mission to educate, enrich, and empower every individual in our city's diverse communities, the Los Angeles Public Library values equity, diversity, and inclusion. It is important that these values are reflected in the staff of public libraries. DAIA, the Diversity and Inclusion Apprenticeship is an inclusive pathway program that cultivates equality through supportive mentoring to build and increase diverse library talent.

The 12 2020 DAIA apprentices are:

First Name	Last Name	Title	Branch/Department
Viridiana	Castillo	Messenger Clerk	Vernon
Ulises	Chavez	Community Program Assist	J Serra & Watts
Mayra	Fuentes	Messenger Clerk	Arroyo Seco
Alicia	Garcia	Messenger Clerk	Los Feliz
Veronica	Garcia	Messenger Clerk	Chatsworth
Karen	Hernandez Chacon	Community Program Assist	Central & Echo Park
Asif	Khan	Administrative Clerk	Woodland Hills
Aldrich	Linton	Administrative Clerk	Art, Music & Rec
Ana	Lozano	Messenger Clerk	Washington Irving
Cesar	Mora	Messenger Clerk	John Muir
Guadalupe	Perez	Messenger Clerk	Vernon
Sabina	Postal	Messenger Clerk	Northridge
Alejandra	Reyes	Messenger Clerk	R. L. Stevenson
Erika	Serrano-Arreola	Messenger Clerk	Social Sciences
Alma	Sotelo	Administrative Clerk	EAO
Justin	Takeuchi	Messenger Clerk	Little Tokyo
Mildred	Torres	Messenger Clerk	San Pedro
Sofia	Urbina	Messenger Clerk	Edendale
Deana	Uribe	Messenger Clerk	Benjamin Franklin

Rachael	Zak	Library Assistant I	Encino Tarzana
Shaina	Zimdahl	Administrative Clerk	Northridge

In the words of the DAIA Apprentices:

"Becoming an apprentice for LAPL through their DAIA apprenticeship was the opportunity of a lifetime for me as I'm sure it has been for everyone that has shared this experience. With that said, I would like to add that the Diversity and Inclusion Apprenticeship is unique to the apprentice and mentor as they grow into their roles and the process is beautiful and creative. I am extremely fortunate and grateful to have had the opportunity to learn the ins and outs of librarianship in my own way and among a group of individuals from diverse backgrounds. Before even jumping into this apprenticeship, I used to believe that I knew about all the resources the library had to offer as a patron, but I was pleasantly surprised and continue to be surprised as I learn more about what libraries do for people." – **Selene Castañeda**, DAIA 2019 Apprentice, Edendale



(From Left to Right) **Cynthia Palacios**, DAIA Mentor & Young Adult Librarian, Exposition Park and **Melanie Corral**, 2019 DAIA Apprentice

"Being part of the Diversity And Inclusion Apprenticeship program (DAIA), I had the opportunity to shadow programs and staff members and take master classes to understand multiple LAPL library departments. I enjoyed my time getting to bond with my cohort and taking field trips to different types of libraries. Lastly, being able to create a library program from a passion and turning it into an experience beneficial for the community. Overall, DAIA showed me the importance of diversity and inclusiveness, for everyone has different perspectives and unique needs to be addressed. By having this understanding allows us to be creative in coming up with a variety of solutions, resources, and information to assist our communities in the best manner.

After completing DAIA, I was hired as a Substitute Messenger Clerk for the Central Southern Region. I appreciate my current position because I get more experience working in libraries and encounter how different branches operate. Since COVID, I miss interacting with co-workers and

patrons and hope to work with them again in the future. I am genuinely considering a career in librarianship and plan to apply for my MLIS in the future.” **Melanie Corral**, DAIA 2019 Apprentice, Substitute Messenger Clerk



Back row pictured from left to right: **Taj Turner**, Messenger Clerk; **Sandra Brooks**, Adult Librarian III; **Goshon Session**, Security Guard; **Alberto Alvarez**, Senior Librarian; **Eugene Owens**, Adult Librarian; **Melvin Seguera**, Library Assistant; **Jessica Ko**, Children’s Librarian; **Guadalupe Garcia**, Administrative Clerk; **Ana Bocanegra**, Messenger Clerk; **Cynthia Palacios**, Young Adult Librarian; **Jesus Esparza**, Cybernaut

Bottom row pictured from left to right: **Alicia Carbajal**, Messenger Clerk; **Melanie Corral**, 2019 DAIA Apprentice; **Joshua Linton**, Administrative Clerk; Exposition Park



AI (Aldrich) Linton, DAIA Apprentice 2020, Administrative Clerk, Art, Music & Recreation

“The Diversity and Inclusion Apprenticeship program answered questions I had about the daily operations of the departments, branches, and divisions. It was the most illuminating and comprehensive collection of information I’ve been exposed to since beginning my career at LAPL, and our sudden access to the heads, movers, and support systems available to us was unprecedented. My experience was invaluable and I hope everyone interested in pursuing a lifetime career at LAPL has the opportunity to participate.”

Librarian's Guild Members Showing Solidarity in Support of Black Lives Matter Protests and Events

The **Katz** family at a Breonna Taylor remembrance event they attended.





Megan Katz, Librarian II, Lifelong Learning, Central Branch



Cynthia Palacios, Young Adult Librarian, Exposition Park at a Black Lives Matter Hollywood protest

La Unión es la Fuerza

by Lupie Leyva, Senior Librarian, Robert Louis Stevenson Branch Library

You could say that this is our motto. In English it means “union is strength.”

We started out as just a bunch of friends with similar interests who were all in our own ways advocating for a community we were eager to serve, but that some of us felt had -- for various reasons -- been underserved in the past. We were all cognizant of the possibilities for improvement, and we all knew we had skills to contribute. However, it wasn't until we started working together as a Team that we were really able to make great strides in improving library services for Spanish speakers in LA, building on what had been done in the past and bringing together what each of us can contribute. We each bring to the table our own skills and our own points of view, which are most definitely not always in sync, but it's by working together that we have been able to harness each other's knowledge and expertise to bring about improvements in the services we provide to the Spanish speaking community in Los Angeles, something we have all been passionate about for a long time, and something that none of us could have done individually. Most importantly, by not being afraid to try something new, by not being afraid to speak up to our colleagues about what we see that *can* be improved, and by not being afraid to advocate for our community -- recognizing that there is a more inclusive organizational culture fostered by administration at the highest levels -- we have been able to implement changes that can, hopefully, help empower many of our colleagues to better serve constituents that they perhaps had not had the resources to before.

We are very pleased that we have been able to ensure that information and programs in Spanish were part of the library's response to the current crisis. Since we began working from home, we've been able to make additional services possible. In the last few weeks, we have helped launch a new all-Spanish digital book platform for kids (MakeMake), conduct weekly ask-a-librarian *en español* sessions (Pregúntale a tu bibliotecari@), create a new website landing page *en español* (<https://lapl.org/en-espanol>), create Spanish-language video tutorials for various LAPL e-resources (<https://lapl.org/tu-biblioteca>), host bilingual and Spanish-language storytimes, create a new Instagram account *en español* (@laplenespanol), write regular blog posts, and coordinate Spanish conversation groups that were a big hit with LAPL staff who participated. Many librarians who are not on the Translation Team have also contributed with these efforts (*¡Muchísimas gracias!*), and we look forward to many more collaborations with staff from all over our system in the future.

Of course, we must also give a huge shoutout to another group of colleagues, librarians who are speakers of other languages who have also contributed their skills and assisted with translations for the Mayor's Office and are also translating for our own system in a true representation of the richness of language and culture present in the City we serve and the incredible wealth and breadth of knowledge that exists throughout our ranks.

We are proud to be LAPL librarians, because these are but a few wonderful examples of how we as professionals have already and can again come together and implement the changes that we know are needed by our citywide community. We *all* have skills that we can contribute in order to bring about positive change, even if it's incrementally. There are also many other wonderful examples of collaboration unlimited by the geographical confines of our branch service areas or regional borders that we've been exploring with this unexpected crisis turned opportunity. In a difficult situation, our collective creativity has soared.

La unión es la fuerza. In union there is strength. If we can harness all the creativity and innovative spirit in our ranks, working together we can create something truly great.

Thank you to all of the Los Angeles Public Library staff for your hard work on the various DSW Teams that you participated in. Below are some highlights:

Friendship Auditorium Teams

Sun-Wed B Shift:

Here's a picture of the DSW Night crew from Friendship Auditorium (Sundays - Wednesdays, 7:00 pm - 7:30 am).



Pictured from left to right: **Willy Barrios Rodas**, Administrative Clerk, Edendale, **Jim Sherod**, Senior, Little Tokyo, and **Sarah Walters**, Administrative Clerk, Sunland-Tujunga

The night shift at the Friendship Auditorium site experiences the most drama when there is a medical emergency for the clients necessitating a call for paramedics. There have been a couple of cases where clients living in the trailers have stopped breathing and CPR needed to be administered by nurses and/or on-site staff. But typically our excitement consists of watching the temperature gauges of the food storage, watching for intrusions by rats into our staff office, intake of laundry for clients, assisting the Volunteers of America (VOA) in keeping the trailer site clean and updating the records in GetHelp (online database tracking system). We help security by roving through the site during the night, on the lookout for peeping toms (!) and assisting clients with linens and various assorted requests. We help update the stock requisitions and put food deliveries away for future use. We are here as support staff to help VOA, which runs the 40-Trailer site which LAHSA set up to house the vulnerable population of those who are experiencing homelessness during the COVID-19 pandemic.

An interesting sidelight is the office building which our staff uses: The L.A. Breakfast Club building. It is full of antiques and dates from the 1920s, replete with a big portion of the floor marked off with take in capital letters warning, "KEEP CLEAR" and ceiling tiles falling away in patches. Yes, the flooring creaks ominously if you get too close! Many items are labelled, "This is a fragile antique. Do not move." such as the world map from the 1950s, as well as the antique Garland Stove, which probably also dates from the mid-1950s. The building frequently shakes when the traffic from the adjacent 5 highway rumbles past at all hours. The building itself was built in 1927 and was originally located along Riverside Drive before being relocated to the back portion of the Friendship Auditorium site near the freeway. Membership in 1927 was \$500 annually and guests included luminaries such as Ronald Reagan (1967) and William Randolph Hearst (1930). Over ham and eggs, the L.A. Breakfast Club used to bring together even arch enemies as they temporarily set aside their differences to dine together. Could this model be reduplicated to help bridge the many divides apparent in our society today? For more information on the Breakfast Club see the informative article by KCET: <https://www.kcet.org/food-living/the-strangest-club-in-los-angeles-the-la-breakfast-club>

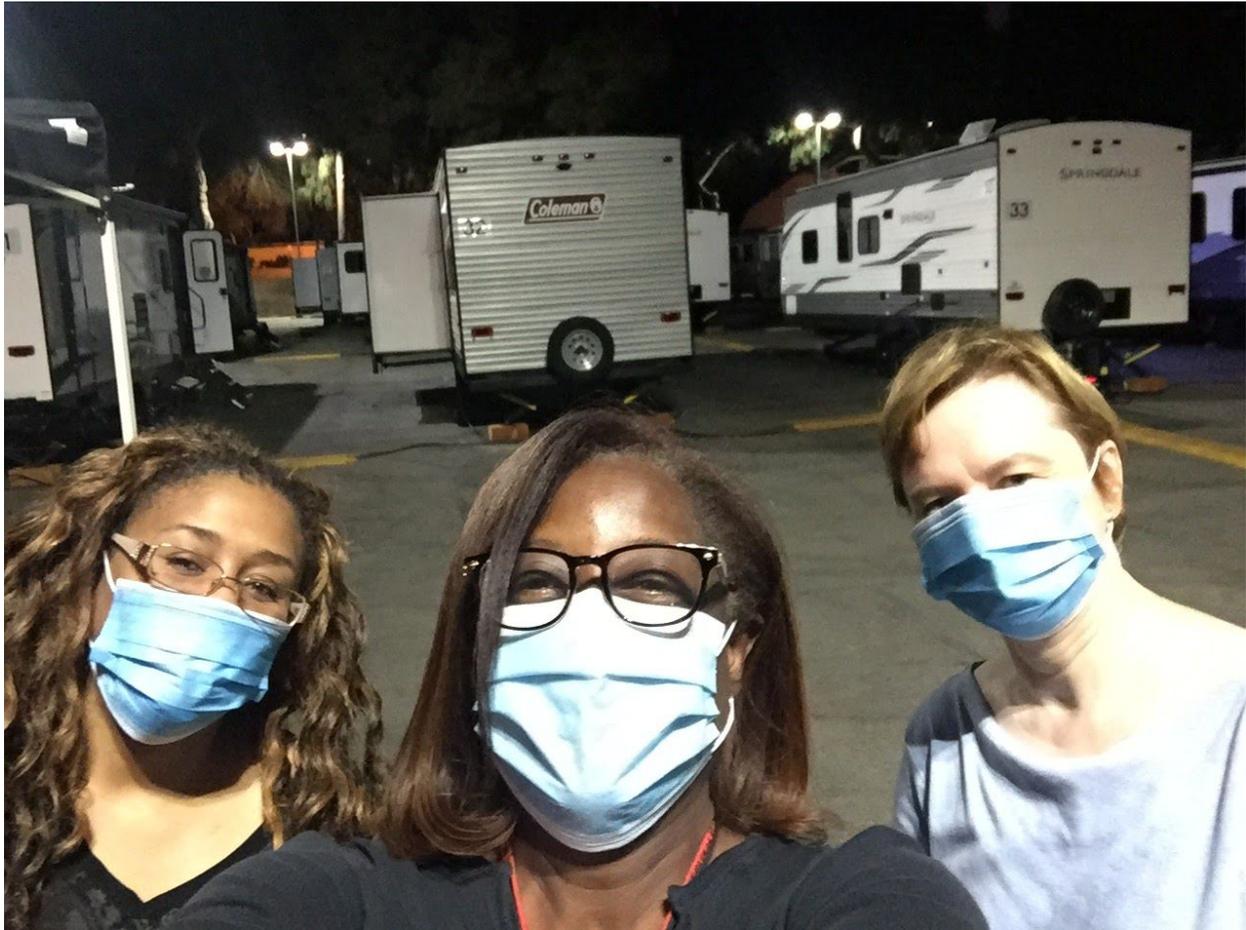
Thur-Sat A Shift:



We are (L-R) **Rebekah Clapp** Administrative Clerk, Mobile Outreach Team, Volunteer Engagement and Outreach Department, Central; **Nathalie Neata**, Acting Senior, Pico Union, and **Alma Sotelo**. Administrative Clerk, Volunteer Engagement and Outreach Department, Central

“Although we weren't sure what to expect when we began DSW, our background in library service made the transition surprisingly smooth. People experiencing chronic homelessness have often faced adversity with "authority" figures and this can inform their perceptions of social programs. We appreciated this reality and actively applied both our Niche Academy training and the personal knowledge we have cultivated at the library engaging with patrons of various backgrounds and housing situations. Our excellent rapport with the residents at the Friendship Shelter is humbling and rewarding. While the shifts are long, being able to participate in meaningful work when there is so much angst surrounding the pandemic has kept us grounded.”

Thur-Sat B Shift:



Pictured from left to right: **Tara Smith**, Young Adult Librarian, Valley Plaza; **Sonja Hannah**, Senior Librarian, Eagle Rock; **Ramona Kuzyk**, Children's Librarian, Atwater Village

The nights are usually quiet, so we have lots of time for reflection, catching up on emails and creativity.

Tara is organizing pet vaccination/care for the pets at both locations, through her non-profit organization Comfy Carepacks, which provides some basic supplies to individuals experiencing homelessness who have pets. Friendship has 10 dogs and one cat. Rancho has 3 dogs and one cat. Dogs win paws down.

Rancho Cienega Trailer Site

Sunday - Wednesday A Shift:

We are the Sun-Wednesday A-Shift. We started out as strangers but through the good and the bad, we've grown into quite the family.



Pictured left to right: **Kim**, Department of Mental Health; **Aretha**, Home at Last; **Selam Patterson**, Office Trainee, Watts; **John Pham**, Senior Librarian, Harbor City/Harbor Gateway; **Thianne Garrett**, Administrative Clerk, Vermont Square; **Ednita Kelly**, Children's Librarian, San Pedro Regional; and **Alberto**, Dedicated Services

Thur - Sat A Shift:

After several months of telecommuting from home, my team and I volunteered to assist with the management and support of the Rancho Cienega trailer site housing over 40 vulnerable residents experiencing homelessness. While we didn't know entirely what to expect, we knew our adaptable, customer-service centered skill set honed from years of public library work would be put to good use. We all agree the residents have been mostly delightful. Getting to know them has been a highlight and reminder of the rewarding relationships we build with library patrons. To be certain it hasn't always been easy, but our experience and training in handling difficult patron interactions has helped de-escalate situations. Working closely here with other City departments and organizations including Rec. and Parks, LA Sanitation, RN's, and our

LAHSA affiliated homeless service provider has been engaging and a reminder that we're all in this together. We'd also like to give a shout out to LAPL's Street Fleet Team, who delivered a wonderful selection of donated books for the residents to read.



Back, from left to right: **Justin Sugiyama**, Senior Librarian, Hyde Park; **Doreen Barnes**, ETC Catalog, Librarian II, Central; **Gaynell Massey**, Library Assistant III, Westwood; **John Pham**, Senior Librarian, Harbor-Gateway

Thursday - Sat B Shift:



From left to right: **Cynthia Serrano**, Adult Librarian, Venice; **Teresa Mons**, Young Adult Librarian III, Westchester-Loyola Village; **Jacqueline Welsh**, Young Adult Librarian, Westwood

Like many of the other shifts, we weren't exactly sure what to expect when we were assigned to the Rancho Cienega site, but over time we've developed a routine and rapport with the other staff and the few residents we get to meet up with before curfew. A few of the highlights of our shifts has been: (1) Spotting an elusive fluffy dog we've named Marshmallow that we occasionally come across on our evening rounds; (2) Getting to meet more of our residents on the 4th of July that are normally in by the time we're on site but came out for the fireworks that surrounded the park, and; (3) Spotting the cat (named Drift) one of our residents has in the trailer window on our evening rounds.



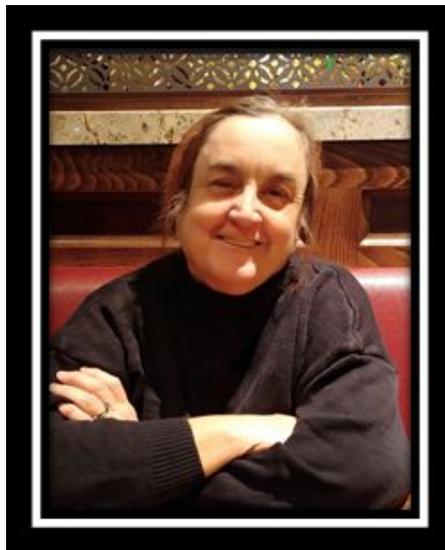
Obviously we really love animals. None of us are night owls, so the overnight shifts are hard but ultimately we keep each other company and are glad we've been able to get to know each other better as a result of this assignment.

On The Party Line With

Robyn Myers

By Cynthia Palacios

Author note: With the use of the commercial telephone service beginning in the 1800s, people have called into general phone lines to talk with friends, acquaintances and strangers. Popularized and branded in the '90s as the "party line", calling in via phone allowed for fun conversations at your convenience for a small fee. In the Los Angeles Public Library (LAPL) edition of the party line, we call LAPL staff and learn more about them.



Q. How many years have you been with LAPL?

Robyn Myers has worked for the City of Los Angeles for 44.5 years, and 34 years as a Facilities Manager at LAPL.

Q. What's a day in your job like?

"My calls range from my copy machine is broken, to my building is on fire".

Q. How did you start with LAPL?

Robyn started as a 10-hour Messenger Clerk (MC) at the Pacoima branch, "I was making \$3.33 an hour, while my friends were making \$1.65 which was minimum wage." This was back in the good times when gas was about \$.50 (oh yes, these numbers are correct.)

Having worked six years as a MC Robyn knew how a library worked, thanks to her YA librarian who allowed Robyn to grow by including Robyn in the process and showing her how things worked. Robyn's knowledge of branch life, and her exposure to construction and plumbing from

her family and friends, helped her become Branch Library Services Junior Administrative Assistant. "I'm really lucky, I'm uniquely qualified for my position", Robyn. "You made this job your own and tailored it to your personality" stated Elizabeth Hoage, when referring to Robyn Myers.

Q. What's a project that you are fond of?

The '98 bond issue aimed to renovate or create 32 branches within a 10 year period. "It was crazy, but it was fun" says Robyn when referring to moving collections and materials from one branch to another. When starting the project, it took two and a half weeks to complete a relocation, in hopes of finding a faster way Robyn started strategizing.

Instead of boxing up things, machine carts were used. This enabled the department to save a significant amount of money, not only in materials but in time spent. This method shortened the timeline from two and a half weeks to two and a half days.

Read more on the '98 bond: <https://bit.ly/2Llrxp>

Q. In serving 44.5 years how have you avoided burnout?

Robyn's work philosophy summed it up;
"Approaching my work with the mindset of caring, and seeing the impact of my work.
Also taking pride in your work."

"Celebrate the small victories, don't wait."

"You work too many hours in the day to do something that you don't like, find a work environment that you will look forward to being in 40 hours of the week."

Q. What is your management vision, and how do you execute it?

"Recognize the skill sets of your employee,
work towards developing them, and help them shine."

"Draw people into the process, I will tell my team what I want to achieve
and let them get there, spark something."

"Don't ever turn anything down right, take time to reflect before impulsively rejecting."

Q. What's something our readers would be pleasantly surprised to know about you?

"I was a music roadie in the late '70s."

Robyn has her Bachelor of Arts in English, and has a blog.

These Days

By Michael Baradi, Young Adult Librarian, Porter Ranch

These days, the streets are running amok with thoughts of genocide; they've gone obese with memories of abuse and lynchings, victims of the irreversible logic of history. Speech, too, has alienated candor, and its egalitarian predilections. And language is heaped with encampments, armed for random attacks around skyscrapers, trapped in air-conditioned solitude to mitigate scenes of bristling chaos below.

*

But still: the nine-to-five continues to survive on a mask of rigid smiles and breakroom chit-chat, bustling with plans for the weekend, or whatever is trending on social-media. For a while, the surge of paperwork exudes a calm, a kind of mutiny against bad news on the street, especially rumors of burning flags and effigies, to satisfy a gluttony for defiance and symbolism. Later, anonymity on sidewalks fornicates with plans to make week-nights feel like weekends.

*

At the subway station, the roar of steel-wheels is a cue to decline coffee-time with friends and acquaintances, for quality time at home. There are pages to consume. They contain plots of winged creatures and their human slaves. After that, the news: fat with stories of escape from territories gutted by arsenals of war. And then much later, the holy hour of planning to relocate where skies are not obstructed by competing heights of glass, steel, and protests:

*

Perhaps it's a scheme to recover a lost romance with astronomy in the woods, a site of diversion in the dark-ages of adolescence, full of angry voices and slammed doors. It's the kind of noise no one wants to hear. It fuels lithe bodies to run amok in pursuit of delirious play and abandon.

*

In Memoriam



Rita Walters (left) at a Board of Library Commissioners Meeting (Source: <https://www.lapl.org/collections-resources/blogs/lapl/remembering-rita-walters>)

On February 19, 2020 Rita Walters, long time Board of Library Commissioners member, passed away.

Commissioner Rita Walters was appointed to the Board of Library Commissioners on February 2002. Former Los Angeles City Council Member Rita Walters was a member of the Los Angeles City Council for three terms, from 1991-2001, representing the 9th Council District. During her tenure on the City Council, she chaired the Arts, Health and Humanities Committee, which reviewed matters related to the Library Department for the City Council. She previously served on the Los Angeles Unified School District's Board of Education for 12 years (1979 – 1991) and was a teacher in the Adult Division of the School District for four years. Commissioner Walters has a M.B.A. from UCLA's Anderson School of Management and a B.A. from Shaw University, Raleigh, North Carolina. She was the recipient of the 2015 Hall of Fame Award in Government.

The following excerpt taken from program of the grand opening of the Rita Walters Learning Complex:

“On April 29, 2002, the Rita D. Walters Learning Complex (Child Development Center, Community Center and High School) opened in honor of her distinguished public service and unflinching champion for the rights of all people. She stated that, “more important than the buildings are programs that help People, from the youngest to the oldest, understand their own value and self-worth.”

Ms. Walters' family held a memorial in March.



Cheryl Funada

On September 17, 2020, Los Angeles Public Library sadly lost our friend and colleague of many years. Cheryl Funada was a much-loved Library Assistant from LAPL, who touched many people's lives, and whose bright smile has left an indelible mark, on all who knew her. Cheryl started with the Los Angeles Public Library, as a messenger clerk at the Los Feliz Branch Library, when it was just a storefront on Hillhurst Avenue, and she was still in High School. Cheryl worked her way up through the ranks, giving LAPL over 40 years of Service and dedication. She is loved and remembered by, all who had the privilege to know and work with her. Cheryl dedicated herself to her colleague's advancement in Civil service and to Los Angeles Public Library. Anyone who knew her could tell you many stories about her humor and dedication. Cheryl was born and raised in the Silverlake area of Los Angeles and her family has 27 images in the Shades of LA Photo Collection. Cheryl retired from LAPL in September 2015. Cheryl Funada's loss to our greater LAPL family is being felt deeply, and she was a person you meet once in a lifetime, loyal, true and beloved.



(Source: <https://tessa.lapl.org/cdm/ref/collection/photos/id/75593> and <https://tessa.lapl.org/cdm/ref/collection/photos/id/75610>)

Steven Kilgore, Library Assistant 1, Catalog Department



Jan Metzler (Source: Chatsworth Branch)

Senior Librarian Jan Metzler passed away on October 31. She died peacefully at home with family and friends present. Jan's longtime colleague and friend West Valley Area Manager Ruth Seid gave us permission to share her thoughts:

“Jan spent 45 years at LAPL as a Children’s and Senior Librarian in numerous branches in both the East and West Valleys. She was selected as the first Senior Librarian at the brand new Platt Branch, where she was recognized for her energy, resourcefulness and confidence - which resulted in excellent public response to the new branch. Among Jan’s many talents were an amazing ability to remember phone numbers and dates, including EVERYONE’S birthday, and her fabulous baking, which was always a hit at staff gatherings.”

“As a Senior Librarian, she trained a new generation of Children’s Librarians. Her legacy continues in the puppet shows and Halloween programs that she loved. Children’s Librarian Susan Bougetz said, “I was thinking about her a lot last week because she was the one who got me started on doing Halloween programs with her. We did six programs together, and we always had such a wonderful time. I learned so much from her about children's librarianship, and I'll always be grateful. On Saturday I was doing the Halloween program with colleagues on Zoom; performing a puppet show about Witch and Wizard, as I always used to do with Jan, and mentally, I dedicated it to her.”

In lieu of flowers, the family has requested that a donation be made to the American Cancer Society.

Ruth Seid, West Valley Area Manager



Helene Mochedlover (Source: ARchives LAPL)

Helene spent her entire LAPL career (41 years) in the Literature Department. She started as a reference librarian (and fairly recent arrival to L. A. from Boston) in Literature and Philology, as it was then known, in 1966. In 1969, Evelyn Greenwald, the current senior librarian in the department, was selected to head SCAN (the Southern California Answering Network), and Helene's fellow department librarians urged her to take the senior librarian exam so they wouldn't have an "outsider" in charge. As Helene told it, she was happy with her current job and had no interest in promoting, but her colleagues' arguments were persuasive, and she did well on the exam and got the position, where she soon proved her phenomenal skills as a supervisor. When Lois Jones, the department's principal librarian, retired in 1975, Helene moved into that position. A few years later, as a result of budget cuts in the late 1970s, the position of principal librarian in the Fiction Department was eliminated, and Helene was told she'd be managing that staff as well and would be charged with gradually merging the two units into a single department--all this, of course, with no extra pay. This was not an assignment she was particularly enthusiastic about, but much to her credit, Helene did a great job of making the Fiction staff feel comfortable with this somewhat awkward situation. By the time she retired in 2007, Helene was (thanks to another administrative change) also managing the International Languages Department in addition to her other duties, and once again she handled a difficult reorganization superbly.

Over the years, Helene was instrumental in developing the Literature & Fiction Department's outstanding collections. She had a particular interest in theatre, and she saw to it that LAPL acquired a remarkable collection of plays and books about drama over the years. She was an enthusiastic theatregoer herself, and had season tickets to the Mark Taper Forum from the time it opened. She was friends with Gordon Davidson, artistic director of the Taper, and his wife Judi, and they often called on her if they needed library research involving any show they were

working on; for many years she received a “special thanks” acknowledgement in all Taper programs.

Library history is also one of the subject areas covered in the Literature Department, and Helene, who played such a part in LAPL history herself, saw to it that many reports, studies, and articles documenting such topics as the many proposals for Central Library renovations; the library fire; and various “modernization” initiatives were cataloged and preserved in the permanent collection, where they’ve served as an invaluable resource.

Helene also took an active part in organizing the Librarians’ Guild in the late 1960s and served on its executive board for many years as editor of its newsletter, the Communicator. Many of the ideas and proposals she and her contemporaries developed during those years were viewed as radical at the time, but are now routine elements of working conditions in the library system.

Helene was my boss for 27 years, so I feel entitled to make some personal remarks about her management style. During her tenure, the Literature Department was famous throughout the library system for its extremely low level of staff turnover. All of us who worked for Helene knew that we were lucky to have her in charge. Despite a heavy workload, she was always able to convey to me and everyone else that she cared about us and our contributions to the department. A simple “great work!” from her often made my day. This is not to say that she was a pushover; if you did something she didn’t approve of (and this happened to me a few times), she was not shy about letting you know it—but her scoldings were rare, and always deserved.

I am just one of many people at LAPL who would not have had the wonderful careers we did if not for Helene—and we all owe her a huge debt of gratitude. (Passed November 9, 2020).

Bob Anderson, Librarian III, Literature & Fiction Dept.

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All Guild members are encouraged to attend our **monthly membership meetings via zoom** (specific dates vary), and are invited to attend our **monthly executive board meetings** (held 1st Wednesday of each month via zoom; Meeting commences at 7:15 pm). Notices of membership meetings, including zoom links, are sent via Email. If you are a member, please contact librarian Kadie Seitz to receive these notices.

Committee for Volume 45 Number 1: Ziba Perez, Cynthia Palacios, and Rita M. Romero
Associate and Contributing Editors: Ruth Seid, West Valley Area Manager

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