

COMMUNICATOR

LIBRARIANS' GUILD LA OCTOBER 2019 VOL. 44 NO. 1



(from left) Kim Leng, Teacher-Librarian (Mendez High School), Jennifer Duarte, Children's Librarian III (Benjamin Franklin), Patricia Alvarado, Adult Librarian (Benjamin Franklin), and Camille Campos, Young Adult Librarian (Benjamin Franklin). For more about the Guild supporting the LAUSD Strike, go to P. 13.

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Be Careful What You Ask for: You Might Get it, or, Things I Learned as a First Time Negotiator by Lisa Palombi, Executive Vice President & Senior Librarian, Silverlake Branch.



Counting the votes: (from left) Kadie Seitz (Chair of Electronic Communications & Outreach), Lisa's son Anthony, Henry Gambill (President), Jeff Sargeant (Vice President of Health, Safety, & Welfare), Teresa Sanchez (AFSCME Business Representative), Roy Stone (Retired President), & Kian Daizadeh (Treasurer)

When I was elected to be Executive Vice President of the Librarians' Guild for the 2018 year, I didn't exactly know what being in that role during a negotiation year would entail. Since I had already volunteered to be a part of the negotiating team that had started preparing and researching in 2017, I thought I had a sense of the content and scope of work. We would dig deep into the current MOUs for rank and file and supervisory librarians and come up with

improvements. But there would be more, so much more.

The journey started in the Summer of 2017 with a careful look at our Librarian and Supervisory Librarian MOUs (Memoranda of Understanding). Our 2018 team stood on the strong shoulders of our negotiations predecessors: it is quite an exercise to come up with ideas of how to make a good contract even better. We studied each article in both documents, even looking carefully at

sections that are considered to be “boilerplate,” or common legal language. We were working in a time period that saw the union world turned on its head, after a Supreme Court decision (Janus vs. AFSCME) ruled against agency fees (non-members paying a fair share). This work helped me develop a much better understanding of what the MOU covers, and what it does not. I had several “aha” moments when I came to understand why we do certain tasks, such as absence reports, and what the impetus was for the policies and procedures that govern our work day. If you want to become a supervisor, or a better supervisor, spend time reading the MOU carefully. When we started meeting with Management, there was even more to learn. Jargon, so much jargon (regressive bargaining, side letters), and rules and traditions to how the back-and-forth works. Several members of both sides of the bargaining table were new to negotiating, and were learning on the spot, just like me. Thank goodness our lead negotiator was our AFSCME Business Rep, Teresa Sanchez. She knew how bargaining was supposed to work and had the added expertise of being a negotiator at other tables for other locals. We also had team members who are seasoned negotiators, like Henry Gambill, Vi Ha, ARdem Tajerian, Elyse Barrere, and Matthew Rodriguez (gosh, we even snuck in Roy Stone as a note-taker). In contract negotiations, all the players come to the field with equal status, whether you are a Librarian 1 or the City Librarian. The dynamic at the table was intriguing, because front line librarians had the opportunity to bring forth potential solutions to a management team that, at first, seemed unaware and even unwilling to believe that problems existed. Explaining

daily operational needs to upper management was one of the highlights of my experience! For example: we stated that we needed more than two DVD case decouplers. The response started with: What are DVD decouplers and why do you only have two? This is also an example of an issue that was resolved outside of the MOU negotiations, because Management



Librarians, Administrative Clerks and Parks and Rec Workers in City Council Chambers

chose to fix what was, in the end, just a communication problem. The things I learned from this part of the process: what is appropriate in an MOU, versus other manuals that contain policies and procedures; what other employees’ MOUs in our units contain, such as the clerical MOU 3; and how these documents act as contracts between employees and the City. Also, it became clear that it is vitally important to keep notes of how these conversations go, so if there are future arguments over interpretation, the intent will be noted. But the fun would continue! The Guild was allowed to send two representatives to Coalition negotiations, so, yay for me, I got to go to that table, too (with Henry). There I got to meet and work more closely with AFSCME Council 36 staff

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members, negotiating staff from other large unions that represent City employees, such as SEIU, LiUNA, and Building and Trades,



Joyce Cooper (Program Chair) & Kadie Seitz

as well as other volunteer members from locals in the Coalition of City Unions. Working and, let's face it, sitting around and waiting, with people from other City Departments in different civil service classifications was an opportunity to hear how other City Departments tackle the kinds of problems we face at the Library. We found there were a lot of commonalities, such as the issues faced by part-time employees, the long commutes we all suffer

due to the affordable housing crisis, and a general desire to return to pre-recession employment levels. City employees have worked hard, doubling and tripling up on workloads to see the City through an economic crisis. So it was no surprise to hear a common call for catch-up pay, more time off to be with our families, and the demand for status quo with our health benefits.

Lastly, I can't stress enough the importance of combining forces with other unions to form, stand, and march on City Hall with a Coalition. We did not all arrive with the same priorities, but the lead negotiators made us focus and refocus, and coalesced this diverse group to a common set of achievable goals. We all worked to organize and grow our membership numbers. There was yelling! There was drama! There was deal-making and friend-making and alliance-making and frenemy-making! It was truly one of the most extraordinary experiences in my life and work with the great City of Los Angeles. **LG**

A FEW HIGHLIGHTS OF CONTRACT GAINS FOR MOUS 6 AND 16:

- CUMULATIVE 9.65% SALARY RAISES THROUGH 2021**
- NO EXTRA COST TOWARD OUR HEALTHCARE PREMIUMS**
- CURRENT 12-STEP SYSTEM REMAINS INTACT**
- EXTRA FLOATING HOLIDAY ADDED PER CALENDAR YEAR**
- PAY EQUITY FOR H CIVIL SERVICE LIBRARIANS WORKING SUNDAYS**
- LIBRARIAN I PROMOTES TO LIBRARIAN II ONE YEAR EARLIER**

Negotiating Team (2017-2019):

MOU 6: Elyse Barrere, Anna-Marie Farquhar, Vi Ha, Matthew Rodriguez, Kadie Seitz.

MOU 16: Henry Gambill, Denice Nossett, Lisa Palombi, Jeff Sargeant, Brooke Sheets, Ardem Tajerian, Selena Terrazas.

Huge Support: Teresa Sanchez (AFSCME Business Rep); Roy Stone (Official Notetaker); Pearl Yonezawa (anticipating any and all needs); Richard Kraus (for always adding 2+2).

Join the Librarians' Guild and AFSCME Council 36 for



A TURNING POINT IN OUR CONTRACT NEGOTIATIONS

by Henry Gambill, Librarians' Guild President and Senior Librarian at Brentwood Branch Library

The Librarians' Guild Negotiation Team was frustrated, perplexed and annoyed.

Management had just left the room. The door closed shut. "I call bullshit," I remember saying.

It was early May 2018, and we had finished our third or fourth MOU negotiation session. We had presented proposal after proposal to near silence.

Chief Administrative Officer for the City Richard Llewellyn had promised the unions that he intended to wrap up negotiations by May or June 2018 at the latest. We had taken him seriously. We had commenced planning for these collective bargaining sessions since the previous Summer. We had all our ducks in a row. We were there to get things done.

But Management's team appeared to be in no hurry. They had presented no proposals of their own (which in my experience was quite unusual) and they had only asked clarifying questions to our proposals. We were stuck in negotiations with a team that was not negotiating.

So we commiserated a bit--venting and complaining amongst ourselves. We quickly realized we were getting nowhere showing up and expecting things to change on their own. It was time to take our concerns to a higher authority.

Storytime at the Mayor's House was ready for another session! And this time our demand was simple: Instruct CAO Llewellyn to instruct his people to bargain in good faith with the librarians.

During the Great Recession, the librarians (with family, friends and supporters) camped out in front of the Mayor's Mansion one morning on Father's Day. We had hoards of kids and our Children's Librarians conducted Storytime. The Mayor was Antonio Villaraigosa and we've been told

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(STORYTIME from p. 4)

that he simply loved every minute of our program that day. Well, maybe not.

Anyway, we got the word out that *Storytime at the Mayor's House Part II-the Garcetti Era* was set for Sunday, May 6, 2018 at 10 a.m. Over two hundred people RSVP'd (folks love Storytime).

Forty eight hours later, the first call came from the CAO's office. What did the librarians want, exactly? I told her. She asked us to call off the action and she would do her best to get our demand taken seriously. I said we needed something a little more concrete. She said she would get back to us.

The next call came from AFSCME.

"Henry," the person said, "Storytime at the Mayor's House was really just an Antonio thing. Why are you doing this with Garcetti?"

"Because he's the Mayor," I said.

A day later City Librarian John Szabo left a phone message asking us to consider canceling the event.

Finally, the CAO's office got back to us with a firm promise to return to the bargaining table ready to negotiate the usual interactive way. And they did just that, to their credit.

You know what could be harder than planning a union action in front of the Mayor's House involving hundreds of people? Calling off a union action in front of the Mayor's House involving hundreds of people. The good news is that we were able to reach nearly everyone in time to save them the trouble. Apologies again to the few who didn't get our update and showed up ready for action.

So, that was the first turning point (for the better) in a contract negotiation process that ended up lasting a year and a half, despite the CAO's stated intent to get it done sooner. **LG**

Photos from the 2019 UTLA Strike. For more about the strike turn to page 13



(fourth from left): Rita Law, Children's Librarian (Chinatown) with UTLAeducators on day two of the UTLA Strike.



Crystal Noe, Children's Librarian (Little Tokyo) joins UTLApicket line at a school near her branch.

A NOTABLE PROGRAM: MIGRANT STORIES – AFTER THE CARAVAN

by Jane Dobija, Senior Librarian at Memorial Branch Library



CAUTION

This program nearly didn't happen. The Powers that Be "postponed" it because of apprehension that the current political climate could bring in anti-immigrant protesters and, perhaps, lead to violence. The Guild made several phone calls challenging ADMIN's reluctance. Eventually the program was given a green light.

Zaydee Sanchez, who lives just three blocks from the Memorial Branch, showed up unannounced at our library with an offer. "I'm a photographer," she explained, "and I've been traveling to Tijuana to document the caravan that just arrived there. I wondered if the library would be interested in showing the pictures we've taken?"

Zaydee didn't know it, but she had just delivered to me every librarian's dream: a patron from my community was offering me a program addressing a subject that was of immediate concern to the people we serve and probably to most of our country. I was interested, of course, and I invited Zaydee to bring in some of her work so I could see what it looked like.

She and her partner, Scott Barker, sat down with me a few weeks later over a stack of photos. The images were striking in several ways. They didn't contain any of the violence that major news outlets seemed to highlight in their reports from Tijuana. Instead, these pictures showed older men with leathery skin sitting idly at a curb, a mother changing her baby's diaper in public, and a child holding a balloon aloft as she walked through a city of tents that were now the homes of the migrants.



(continued p. 8)

(NOTABLE from p. 6)

The children were everywhere in these photos. Scott and Zaydee had caught them munching on glazed donuts, playing ball in a sandy field, inspecting the curious 3-D camera, which was quickly dubbed Wall-E, that Scott set out to film them.



To me, the images were familiar. These photos could have been taken in any major U.S. city, but they looked especially similar to scenes in L.A. where tent cities provide the only shelter many of our homeless know. The observation was disturbing because it drove home how close the migrants' plight was. We didn't have to travel to the border to witness the human consequences of economic crises,

dictatorships, and climate change because those consequences were visible in our own backyard.

As a librarian, I saw reason to hope that the familiarity of the migrants' stories could work in our favor. If Zaydee and Scott could show our patrons that the caravaners were not as foreign as some believed, then perhaps we could come one step closer to understanding them. Perhaps we could really listen to their stories and learn why they had left their homes, why they had undertaken such treacherous journeys, and why they trusted so deeply in a dream that offered no clear promise of fulfillment. Perhaps we could begin to see that, if life had dealt us an unluckier hand, we could be facing choices as dramatic as theirs.

There was one other reason why I was enthusiastic about Zaydee and Scott's work. Their approach to the migrants' stories was not political. As they explained to me, their purpose in traveling to Tijuana was to see for themselves what the caravan looked like. I was eager for them to share with my community what they had discovered and heard. Our patrons, I believed, would draw their own conclusions.



Our planning started in earnest. The Memorial Branch Friends of the Library were supportive and offered to supply tamales and coffee. Not to be outdone, Zaydee's mom said she would bring flan. In the meantime, Zaydee and Scott scouted out our small community room and decided where pictures might be hung and where virtual reality stations could be set up. For two days before the event, they practiced their shared narration of the images and decided who told each story best. With help from Public Relations Specialist Monica Valencia, our promotional campaign seemed strong. We were hopeful for a good turnout, and that's what we got.

There was standing-room only in our community room as the program got under way. Some Latino families were in the branch when we started, and when they learned what the presentation was about, they joined us



with children in tow. Other patrons, photographers, and librarians filled out the audience. As images flashed on the screen, the room quieted. Everyone was focused on the stories Zaydee and Scott told.

Zaydee chose her fifty-or-so photos from a collection of nearly 4,000 shots she had taken at the border. Many are strong enough to be etched in memory, but for me, several stand out--pictures of a young man who had joined the caravan on his father's urging. Zaydee explained that he bore the burden of his entire family's expectation that he would carve out the beginnings of a better life for all

of them. The photos showed this fellow sheltered in his tent, surrounded by possessions that belonged to him and the five others who shared his quarters. They showed him at the border, gazing into the country that might deny him entry when he turned himself in as an asylum seeker. He told Zaydee and Scott that, if he could earn one hundred dollars a week in America, everything would be okay.

"We didn't want to disillusion him," Scott said.

And he didn't. Because the next migrant's story about walking with his children over body parts on the streets in Honduras made Scott wonder if he wasn't right.

Another moving photo was one that Scott took of Zaydee talking to a young girl about eight years old who had traveled in the caravan. The similarity in their looks was striking.

"When I looked at them and took this picture," Scott remarked, "it seemed as if Zaydee was talking to her younger self."

"I knew that young girl could so easily have been me," Zaydee confirmed.

Her sentiments were echoed by others in the room as the program wrapped up. One patron summed up her reaction this way: "Mostly, I just feel sad after seeing this. But I also have a question: what can we do to help?"

Those were exactly the kind of reactions we had hoped for. Our small but intensely focused audience had traversed the distance between Los Angeles and Tijuana through Zaydee's and Scott's photography, and many came away from the experience with both an intellectual and an emotional understanding of the migrants' stories. My library played a key role by providing a safe place where this could happen. **LG**



All photos courtesy of Zaydee Sanchez and Scott Barker

A Conversation Started: Edendale Community Incarceration and Reentry

Article Contributors: Monica Valencia, Public Relations Specialist from the Hollywood and Northeast Regions and Angi Brzycki, Edendale's Adult Librarian

Note:	Edendale Branch is one of 25 California libraries chosen for Book to Action 2019, funded by the California Center for the Book--a program of the California Library Association.
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"I wanted to organize a series of programs that address mass incarceration and the challenges of reentry, so that we could humanize the issue, educate ourselves and dig deeper, instead of being overwhelmed by the staggering statistics," Angi Brzycki

The Edendale Branch of the Los Angeles Public Library launched a series of *Book to Action* (BTA) programs through June 2019 to help the community understand the challenges of incarceration and reentry, especially in Los Angeles--home to the nation's largest jail system.

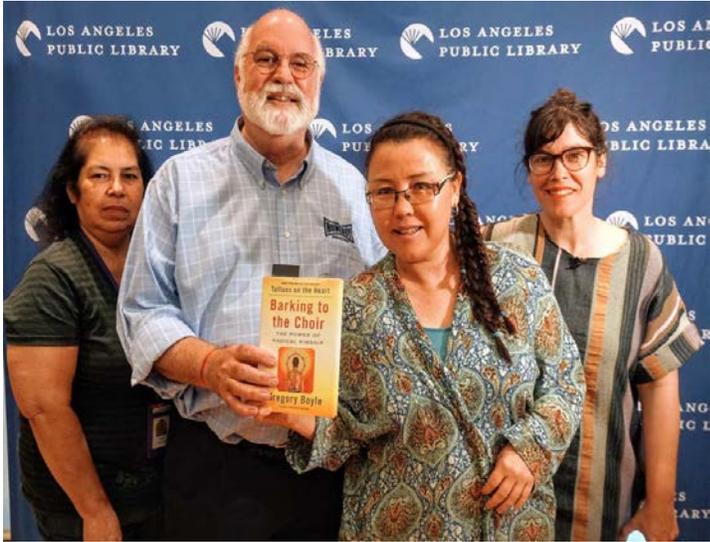


(from left): Angi Brzycki (Adult Librarian), Dr. Susan Burton (Founder New Way of Life), Brigid McNally (Volunteer), and Lizzy Crawford (Volunteer)

Supported by the *California Center for the Book*, BTA brings literature to life by inviting the community to read *The Mars Room*, by Rachel Kushner and uncover its meaning, purpose and relevance through a series of events at the library. The novel focuses on a woman serving two life sentences in a California prison.

Program highlights included a Testif-i Living Library on April 27th where participants asked formerly incarcerated women and their children about their lives. Patrons engaged with Kushner in an author talk on June 3rd, and some lucky participants took home a free copy of the book *The Mars Room*.

(EDENDALE from p. 9)



(from left): Yolanda Villegas (Edendale AC) Father Greg Boyle (Founder of Homeboy Industries), April Ingram (Edendale AC), and Angi Brzycki

Edendale's BTA events draw attention to incarceration statistics nationally and locally, said Angi Brzycki, Edendale's Adult Librarian, who spearheaded the program. According to a 2018 report from the Bureau of Justice Statistics, the United States has the highest incarceration rate in the world, with nearly 2.2 million people held in prisons and jails. Of that figure, more than 16,600 inmates are locked up in the Los Angeles County Jail, the largest jail system in America. **LG**



Coleen Stretten (Political Action Chair), Emilio Estevez, and Henry Gambill (President)

GUILD MAKES EMILIO ESTEVEZ AN HONORARY MEMBER

On March 16, 2019, the Librarians' Guild hosted a reception in Central Library's rotunda for Emilio Estevez, writer, director and star of *The Public* (Universal Pictures, 2018), which centers on urban homelessness and the valuable role that libraries play in meeting community needs. For fun, members passed a resolution to make Emilio an honorary member of AFSCME Local 2626.

LG

Let's Get Active with REFORMA LA

by Yago Cura, President of Reforma LA and Bilingual Outreach Librarian at LAPL



The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking (REFORMA) is a national nonprofit association, with an active chapter here in Los Angeles known as REFORMA LA. The following is a collective description of predominantly LAPL members active within the REFORMA LA.

Primarily, REFORMA LA supports the work of librarians in Southern California as they assist patrons who feel more comfortable speaking Spanish. For us, helping people in the language they feel most comfortable is a necessity, not a luxury or a political choice. Many librarians in REFORMA LA grew up in bilingual homes and understand the power of speaking more than one language. Libraries have always been at the forefront of our democracy; REFORMA LA advocates on behalf of all citizens, not just those who speak English or live in affluent neighborhoods.

Every year around April 30th, libraries celebrate “El día de los niños/El día de los libros” (Children’s Day/Book Day) commonly known as Día. In celebration of the annual Día event, members of REFORMA help in various ways including monetary. REFORMA Día mini-grants are offered through the national REFORMA chapter and our local Los Angeles chapter to support libraries and celebrate this International Children’s Day.

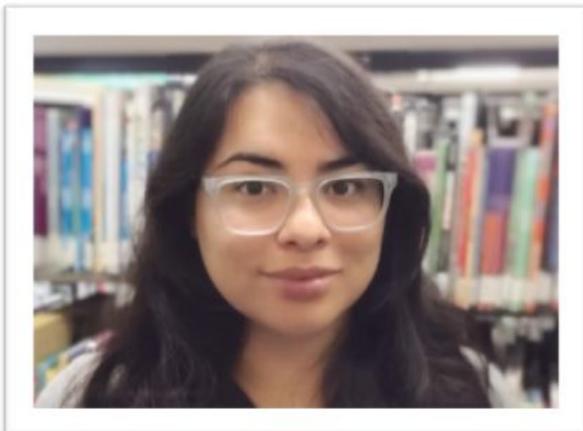
REFORMA LA conducts various outreach efforts, such as book donations and bilingual programming in the Los Angeles area (i.e. storytime at Libros Schimbros in Boyle Heights). In addition, REFORMA LA hosts an annual Spanish Language Book Fair that invites and supports educators, families, booksellers, and library staff by providing them with inclusive materials. They offer three scholarships to students pursuing their Master's in librarianship, and focused on improving conditions for the Latino communities. Aside from directly impacting the LA area, REFORMA LA also collaborates with both Children in Crisis and Kids in Need of Defense, and similar organizations that provides community outreach to organizations in Mexico.

Among other goals, the Los Angeles chapter aims to ease the transition of recently-arrived immigrants—not so that they assimilate more easily, but so that they understand and can locate channels of higher educational attainment and professional representation. Since the average REFORMA LA chapter member is most likely to have grown up a first-generation student or naturalized before starting library school, it is our hope that we provide mentoring to all of our members, and that we provide access to leadership opportunities. In striving toward inclusivity, REFORMA membership is not dependent on an individual’s ability to speak Spanish to join REFORMA nor identify as Latinx; we welcome all, turn away none, and strive to help sectors of our society that live in the shadows or in constant fear of nationalistic reprisals, mass deportation, and/or detention. **LG**



(from left): Edwin Rodarte (Senior Librarian), Author Benjamin Alire Saenz, Yago Cura, Celia Avila (Senior Librarian) and Madeline Pena (Senior Librarian)

REFORMA scholarship recipient Mayra Fuentes Speaks:



REFORMA LA has been a valuable support system for me as I pursue the field of information science. I am thankful for all the donors and REFORMA LA Board who made my REFORMA LA scholarship possible. I have found an abundance of support from librarians, such as those who encouraged me to apply for this scholarship and pursue a M.L.I.S degree. Without their help, I would have been unaware of scholarships dedicated to serving Spanish-speaking communities, and I would have missed out on this opportunity. As a current Messenger Clerk, I already have a limited income, but REFORMA LA’s financial assistance allowed me to push forward. Thankfully, I am about to finish my degree at San Jose

State University in Fall 2019, and I am closer to reaching my goal of moving from an LAPL MC to an LAPL Librarian.

GUILD Supports the LAUSD Teacher Strike

On January 14, 2019, 30,000 LAUSD educators went on strike for smaller class sizes, more nurses and counselors, a fair wage, and greater charter school accountability. The strike lasted six rain-filled days until an agreement could be reached between UTLA and Management. The Librarians' Guild supported our siblings in UTLA and joined them on the various picket lines.



(from left): Cynthia Palacios (YA Librarian) and unidentified striker

Jill Iger, Hancock Park Elementary Teacher, writes: "The LAUSD teachers strike in January was a huge sacrifice for teachers, parents, students and other organizations participating. We teachers were moved by the community members that joined us in solidarity. We had Ms. Palacios, the children's librarian from the Fairfax Branch Library, marching with us in the pouring rain and also members of the LA Writer's Guild. They didn't have to do that but this act spoke volumes. When schools are failing and not providing students and teachers with the basic resources it isn't only the district's problem, it's everyone's problem. If we don't take care of each other we fail as a society. I was so proud to see the community taking a stand and fighting for the rights of all children. Thank you LA! Jill Iger LAUSD Teacher "



(from right): Megan and baby with unidentified striker

Megan Katz, Adult Librarian at Lifelong Learning writes: "I was thrilled to have the privilege of supporting the teachers in my daughter's school (Gardner Street Elementary School) during the LAUSD teacher strike. I drove by every day, and without fail the teachers were outside the school with signs, slogans, and gusto. They stood outside (in the pouring rain most days) and demanded to be heard. I'm elated that a settlement was reached, and the teachers have a contract they can be proud of. They showed their students that it's important to stand up for what you believe in and to fight for your rights. They made me proud to be part of a union." (Street School mom).

POETRY POST

UNVEILED IN TANGIER

by Michael Baradi Young Adult Librarian, Porter Ranch Branch

Finally, we gave in.
At least, for now.

Souks, alleys, and tunnels
guided us there,

through muezzins
flooding

the Strait of Gibraltar.
Your gestures

stretched the sun,
loud as minarets.

Floors tiled patterns,
rising on walls,

prayers, and
premonitions.

Moonlights, too,
had been squared out.

Their curves could
bind whispers,

in moments
gasping for God. **LG**

From the Archives

**The Day Central Burned
by Christina Rice, Senior
Librarian (Photo Collection)**

The date is April 29, 1986. The unthinkable, yet inevitable, has occurred and Central Library is on fire. The *Herald Examiner* newspaper is headquartered a little over a mile away and dispatches two of its

photographers to document the events as they unfold. When they arrive at the scene, the streets surrounding the building have been cordoned off with caution tape, so Leo Jarzomb wanders to the west side of Flower, in front of the Arco towers. There, he finds three Central Library librarians solemnly sitting together, watching their home away from home burn. He snaps their photo as smoke billows out of the library, framing their tired and agonized expressions.



(from left): Katie Leidich, Helene Mochedlover, and Billie Connor

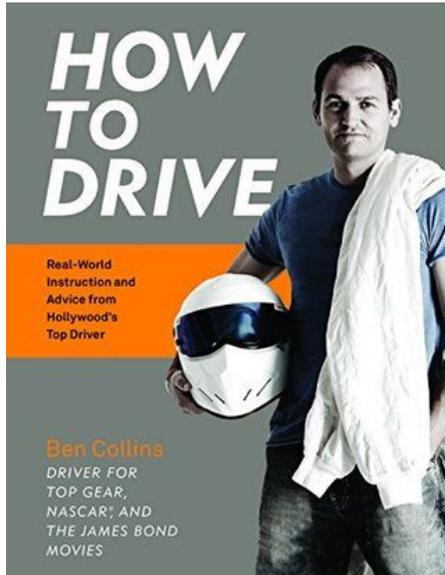
With the recent release of *The Library Book* by Susan Orlean, the Central Library fire of 1986 has become a topic of conversation for those both within the library community and outside of it. Now that we're thirty-three years removed from that fateful day, it's easy to look at the events along with the long-term impacts in a very general way: numbers of books lost, the swell of volunteer support, the renovated building rising like a phoenix from the ashes. What sometimes gets overlooked in this saga of triumph over tragedy are the individualized effects that day had on Central Library staff. They bore witness to the ravaging of collections that they and those before them meticulously built. They endured questionable working conditions inside the fire-damaged building and later at the Rio Vista and Spring Street locations, which necessitated the Guild's involvement. So many years later, they still bear the internal scars of what was a major trauma that was probably never adequately dealt with on an emotional level.

For me, no photo more perfectly captures the anguish and helplessness of that day as this one of Kathleen (Katie) Leidich, Helene Mochedlover, and Billie Connor. Here are three women who dedicated so much of themselves to the Los Angeles Public Library shown at an extremely vulnerable moment, clutching their purses and reluctant to stray too far from a tragedy in progress. The image never ran in the *Herald Examiner*. It wasn't even printed. Other images taken that day were used in the newspaper, but this trio of stoic librarians remained unseen in a negative envelope for over three decades. How appropriate that this image would ultimately come to find a permanent home within the walls of a rebuilt Central Library. **LG**

Photo Credit: Leo Jarzomb, Herald Examiner Collection/Los Angeles Public Library

Book Review: *How to Drive: Real World Instruction and Advice from Hollywood's Top Driver* by Ben Collins

by Michael Baradi, Porter-Young Adult Librarian, Ranch Branch



Millions of cars operate on thousands of miles of public roads in the United States. Unfortunately, books about driving are not as appealing to publishers as diet and exercise books. Indeed, there is a dearth of new and updated books about driving, which might soon be populated by books on self-driving cars. Enter Ben Collins, professional racing car driver for Top Gear, NASCAR, and the James Bond movies.

The book is organized into four parts. Part one delves into a brief history of driving and underlines the reason why two-thirds of the world's population drive on the right side of the road, or, to Collins, "the wrong side of the road." In parts two and three, he likens the car to a beast that "connects your consciousness with a miracle of engineering that will transport you to the center of the universe." But before driving the beast, Collins urges you to

center your universe on the basics: check your driving position, your seat-belt, and your mirrors, among other things. Generous illustrations highlight all four parts.

Young, adventurous drivers will no doubt like pulse-braking in the last chapter. In pulse-braking, you apply and release pressure on the brakes, over and over again. Here, the loop creates small windows of grip on the road, and the faster you do the loop or pulse the better. The tip is a nice prelude into the chapter's final section, which argues that stunt driving deserves a place in how-to-drive handbooks. To Collins, stunt driving techniques are not just for Hollywood sets, but are potential ways of evading a threat, even if they "represent the theoretical outer limits of what is possible."

In general, I have trepidations about including stunt techniques and high-performance driving in a how-to-drive guidebook marketed for non-professional drivers. Basic driving is deadly enough, but pushing your car to the "outer limits" is a sort of tease for those who already do all kinds of dangerous stunts on city streets. Unfortunately, some of them end up in emergency rooms, and, at times, the morgue. This is the staple of headline news. However, I say: Give Collins a chance; the book contains numerous tips and reminders for the smooth operator in you, slowly merging into a fleet of safe drivers we want everyone to be. **LG**

BLAST FROM THE PAST

In June 1990, Guild members opened up their mailboxes and found the latest issue of the Communicator. Except it wasn't. Instead they discovered the X-Communicator. The Editor in Chief was a "Hellfire Muchenfudger" (who sounds familiar) and featured 28 pages of satirical riffing on all things LAPL. LG

PAPER TOWELS FOUND IN REST ROOMS

WEEKLY LIBRARY 55¢
NEWS

MUMMIFIED PATRON!
Grisly discovery
made in CDM vault



Shadowy tome-master reappears. Followers stunned

CITY LIBRARIAN BACK FROM BEYOND

**Believed dead for nearly twenty years, he shows up
at retirement party...and does absolutely nothing!**

Those Wild & Wacky
SCAN folks already
laughed TWICE this
year — SCANDalous!

**Most MC's
are ALIENS**

Department Heads are
really a coven — bizarre
meeting rituals bore
people to
DEATH



Business Office plans
'GOLDEN EAGLE'
but hatches...common
housefly

**Good News
for Carpal Tun-
nel sufferers!**

Public Information
Office — eight years
and counting, the
Big Sleep goes on

DO YOU KNOW YOUR RANK + FILE STEWARDS?



CHIEF RANK AND FILE STEWARD: VI HA, LIBRARIAN III, DIGITAL MEDIA LAB; SCIENCE, TECHNOLOGY + PATENTS

Interesting Facts: I have swam pretty much every day before work since I started at LAPL as a librarian.

I have ridden my bicycle pretty much every day to get to work (except for one year).

Favorite Food: Spicy cucumber salad and mung bean sprout salad

CENTRAL LIBRARY STEWARD: TAMIKO WELCH, ADULT LIBRARIAN, VOLUNTEER AND ENGAGEMENT

Interesting Facts: I have been an avid rollerskater since age four.

I have attended hundreds of concerts over the past 30 years; mainly hard rock and heavy metal.

Favorite Foods: Sushi and Steak



EAST VALLEY REGION STEWARD: KATE AARONSON, CHILDREN'S LIBRARIAN, VALLEY PLAZA

Interesting Facts: In college, I studied and lived in China.

I was an MC at LAPL for five years.

Favorite Foods: Milk tea boba and roasted brussels sprouts

(continued p. 20)

(STEWARDS from p. 18)

HOLLYWOOD REGION STEWARD: KIM HUGHES, ACTING SENIOR LIBRARIAN, PICO UNION

Interesting Fact: Two of my favorite things are pub trivia and concerts. Miniature golf is a close third.

Favorite Foods: Krispy Kreme doughnuts. Avocados.



NORTHEAST REGION STEWARD: SHAKTI MAISEN, CHILDREN'S LIBRARIAN, ARROYO SECO

Interesting Facts: I was a core member of Renew CSU, a 2-year campaign to pass a CSU-wide clean energy and green building policy that was the largest sustainability policy in the U.S.

- I play violin and love classical, folk, and show tunes

Favorite Foods: Popcorn and dill pickles (not together).

WEST VALLEY REGION STEWARD: CHRIS KIEFER, CHILDREN'S LIBRARIAN, CHATSWORTH

Interesting Facts: - I was a teen volunteer, then MC at the Chatsworth Branch in the late '90s. After I became a librarian, I transferred to...Chatsworth.

-I was randomly chosen to compete in a cruise ship dance competition, performing the cha cha with a professional dancer. I came in 7th place (Out of 7).

Favorite Foods: Cheeseburger & pineapple (however, I would never put pineapple on a burger).



(STEWARDS from p. 19)



WESTERN REGION STEWARD: ELOISE NELSON, ADULT LIBRARIAN III, MAR VISTA

INTERESTING FACTS: I grew up off the grid—five miles up a dirt road with no phone and no electricity, which is why I learned to love books at an early age.

-I am **not** named after the children's books by Kay Thompson, but instead after an old folk song about laying track for the railroad, "Can't You Line 'Em."

FAVORITE FOODS: Sourdough bread and chocolate.

**Central Southern Region Steward:
Corinda Humphrey, Young Adult
Librarian III, Vernon**

INTERESTING FACTS: I like to sing vocal jazz, and I have attended San Diego Comic-con for the last fifteen years where I cosplay with my family.

FAVORITE FOODS: Muffins, tea or hot chocolate.



KNOW YOUR WEINGARTEN RIGHTS

"Weingarten Rights" are based on a Supreme Court decision (NLRB v.s. J. Weingarten). If Management calls you into an investigatory interview that could potentially result in your discipline, you have the right to have a Union representative present. Request that the meeting be paused or postponed in order for you to secure representation. Then call the Librarians' Guild ASAP: (310) 460-8270

LIBRARY VOCAB: 3 Minutes and 28 Terms **GO!**

By Cynthia Palacios, Communicator Editor & YA Librarian (Exposition Park)

INSTRUCTIONS: You have 1 minute to circle 28 words or terms that relate to LAPL. Code is on the bottom (but don't peek).

HYGIENEDRAZAHOBILINGUAL
TCUDNOCFOSELURPRINTINGMD
GRAFFITISDIULFACILITIESF
ERUSOPXETNECEDNITXQKSAFE
REBMUNTNEDICNIGEDOCSSERD
STELTUOLACIRTCELESPRASRC
SUSPENSIONLETTERRETUPMOC
ENOZGNILOOCHEADPHONESIBE
YTIRUCESAERADETANGISEDYL
BICYCLETRACGNIPPOHSTRVNL
EMITYROTSHELFCHECKZLTDIB

CODE: BICYCLE, BILINGUAL, BIOHAZARD, CELL, COMPUTER, COOLINGZONE, DESIGNATEDAREAS, DRESSCODE, DVD, ELECTRICALOUTLETS, FACILITIES, FLUIDS, GRAFFITI, HEADPHONES, HYGIENE, INCIDENTNUMBER, INDEC ENTEXPOSURE, PRINTING, ROBYN, RULESOFCONDUCT, SAFE, SECURITY, SHELFCHECK, SHOPPINGCART, SRC, STORRYTIME, SUSPENSIONLETTER, TRESPASSING

How I Stumbled Into Becoming a Librarian and Serving as a Trustee for the Librarians' Guild

By Ana Campos, Senior Librarian (International Languages)

My experience with the Los Angeles Public Library started when I was 16 years old. A high school acquaintance was going to apply for a teen volunteer position at the library and she did not want to go by herself, so she asked me to volunteer with her. I needed to complete 60 volunteer hours for my high school graduation requirement and this was a good opportunity. My first two weeks as a volunteer were not very exciting. I was, after all, a teenager and working at the library seemed boring to me in the beginning! However, the more I worked there, the more I liked it. As I was finishing my volunteer hours, I was recommended by the Library Assistant to apply for a messenger clerk position. I applied and got the job. As time passed, it dawned on me that I could be a librarian. I had stumbled into a career that brought me joy.

I kept my messenger clerk job until I got my job as a librarian. My first assignment was a Children's Librarian at Mark Twain Branch. It was there that I learned that I enjoyed programming and decorating the library's public spaces to make them more welcoming for the patrons and the staff. Additionally, I was able to work in the community that I grew up in. The patrons were also happy that they could talk to someone who spoke Spanish and could easily relate to.

As for my participation with the Librarians' Guild, it was very similar to when I volunteered for the library. A co-worker asked me to go with her to a Union meeting. She enticed me by telling me that they always have delicious food at their monthly meetings. She was right, the food was delicious! I kept going to the monthly meetings. And while enjoying the food, I also learned about the great work that our Union did for us. At one of the meetings, someone nominated me for the Trustee position and so I ran for that position. I again stumbled into something that brought joy to my life and my belly (the food is really good)!

I encourage other librarians to join the Union and attend the meetings. The information provided is very helpful and the food is delicious! You never know, you might stumble into a union position that will bring joy to your life.

FYI: Our Guild Constitution allows for three Trustees who review our union's financial records on an annual basis to make sure everything is okay. It's an invaluable service to our union. Current Trustees besides Ana are Denice Nossett, Senior Librarian (Wilmington) and Erika Thibault, Principal Librarian (Western Region).

LIBRARIANS GUILD
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The *Communicator* is published by the Librarians' Guild, a professional organization and union representing librarians who serve the Los Angeles Public Library. The Guild is AFSCME 2626 in Council 36.

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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 1st Wednesday of each month at Council 36; Dinner at 6:30pm. Meeting commences at 7:15 pm). *See address above*). Notices of membership meetings, including locations, are sent via Email. If you are a member, please contact librarian Kadie Seitz to receive these notices.

Editor-in-Chief for Volume 44 Number 1: Cynthia Palacios, Exposition Park Branch

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Lisa Palombi, Silverlake Branch
Erika Thibault, Western Area Office
Wendy Westgate, Central Library

Moved? Transferred? Extended FMLA?

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

Cynthia thanks everyone who helped "mold" this issue!