

## ORIGINAL GOALS OF THE LIBRARIANS' GUILD

Following are the original goals as drawn up at the time of the organization of the Librarians' Guild. In the six years the Guild has been in existence, few of the original goals have been realized. But we do have hopes.

- I. A reclassification of librarian positions that will reflect the following:
  - A. The need for horizontal advancement for subject specialists, children's librarians, and young adult librarians as well as vertical promotion into administration.
  - B. The abolishment of salary classifications that overlap between different positions.
  - C. The need for a separate classification that is higher than senior librarian for regional branch librarians.
  
- II. A salary readjustment that will reflect the following:
  - A. An immediate 16 1/2% pay increase.
  - B. Differential pay for both night work and weekend work.
  - C. Professional credit for continued education.
  
- III. The immediate improvement of working conditions in the following areas:
  - A. More professional staff.
  - B. An increase in the librarian/clerk ratio.
  - C. Reimbursement of parking expenses for Central Library employees.
  
- IV. An increase in fringe benefits as follows:
  - A. A four-week vacation for all librarians beginning at the end of the first year.
  - B. A thirty-five hour work week.
  - C. Sick leave during probation.
  - D. Twelve full days of sick leave annually in addition to the present structure of partial days of sick leave.
  
- V. Recognition of each librarian's professional obligations and responsibilities to the community itself, to the Los Angeles Public Library, and to the library profession--this recognition to be acknowledged in the following ways:
  - A. Participation by all librarians in broad policy decisions, such as establishing priorities for the type of service to be offered.
  - B. The participation of librarians below the administrative level in feasibility studies of new modes of service and review of possibly out-moded services.
  - C. Encouragement of librarians to participate in professional organizations and compensation for attendance by librarians at professional meetings.
  - D. Tuition reimbursement for formal education taken by librarians.
  - E. Sabbatical leave for experienced librarians in broadly defined library-related study.
  - F. The use of library facilities for this professional organization.
  - G. The establishment of collective bargaining procedures with this professional organization.

**1970:** Mary Fischer (Ghikas) was President. Also on the Executive Board were Tom Lippert, Gordon Brooks and Jane Goldner (Ellison).

The State enacted the Meyers-Milius-Brown Act, which "requires local jurisdictions to meet and confer in good faith with recognized employee organizations". The CAO was authorized by the City Council to draw up an ordinance implementing this bargaining law.

The Guild co-sponsored a party to welcome new City Librarian Wyman Jones to LAPL. It was held on an August Sunday in the rotunda at Central Library. In a prodigious memory feat, Assistant City Librarian Edith Bishop introduced hundreds of LAPL employees to their new City Librarian. Champagne flowed like water.

In December, the Guild negotiated bonus pay for librarians temporarily assigned as supervisors.

**1971:** In January the Guild and LAPL sponsored a three-session censorship program. Librarians from 50 area libraries were invited to attend, and many did.

The City passed the Employee Relations Ordinance in February, opening the way to collective bargaining.

AFSCME and ACEA (All-City Employees' Association) joined forces in a Joint Council and began to work on setting up bargaining units.

Tom Lippert was President, and Mary Fischer (Ghikas) was Communicator Editor.

**1972:** Officers included Chairman Gordon Brooks, Vice-Chairman Eleanor Nishita, Barbara Kramer (Jacobs), Betty Gay (Teoman), Jane Goldner (Ellison), and Hermia Justice.

During this year the Guild was concerned with the implementation of the Employee Relations Ordinance, the policy of naming branches (caused by the renaming of Sherman Oaks Branch for Martin Pollard, a crony of Mayor Yorty), and the resignation of Federal Projects Librarian Binnie Tate (Wilkin) when the library refused to give her a one-year leave of absence.

In December the Guild was divided into two bargaining units: Rank-and-File and Supervisory.

**1973:** In March, librarians chose AFSCME/ACEA Joint Council over No Representation in an election. The election was memorable for Wyman Jones' lobbying for No Representation at an Adult Order Meeting with the never-to-be-forgotten phrase: "The City will take care of you." Needless to say, librarians chose the Joint Council overwhelmingly:

Supervisory Librarians: 87% turnout; 82% Yes vote

Rank-and-File Librarians: 79% turnout; 84% Yes vote

Negotiations for the first MOU began around the time Mayor Bradley took office.

Jane Goldner (Ellison) was President and Billie Connor was Vice-President and Communicator Editor. Other officers included Gordon Brooks, Sara Goerke, Chuck Lush, and Edith (Eda) White.

Major concerns were preparing for negotiations, budget cuts for 1974/75, compensation for the Guild President, and setting up a steward system.

1974:

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CENTRAL LIBRARY: THE SAFETY HAZARD By Lil Clary

Library staff members were recently sent copies of a petition concerning the fire hazard at Central Library. The petition, which was addressed to Mayor Bradley, has been delivered to his office. We are awaiting his reaction.

We all know what was behind the petition: the imminent hazard to life due to the structural defects of Central's stack area. The stacks are constructed with open stairwells and openings in the floors between the tiers of shelving. Were fire to break out, these draft spaces would act like a chimney, conducting smoke, heat, and flame throughout the central core of the building.

For years, political hassles, failing bond issues, tight money, and apathy have forced us to live with this danger. This year, however, someone decided to do something about it. Lee Grant reacted to the worries expressed by the people he has met at Central and drafted the petition. Lee hasn't been with the library for more than a few years, isn't a librarian, and isn't a Guild member. He approached the Guild's Board and asked for its endorsement. Not only did the Guild endorse the petition, but also underwrote the cost of its preparation and mailing and undertook to deliver the signed petitions to the Mayor.

From most indications, this appears to be a good time to accomplish something about Central. The devastating fire in the Stratford Apartments and the resulting action by the City Council to require owners to correct the main fire hazard (open stairwells) will make people ask why the City doesn't put its own house in order. Too, the enactment of California's Occupational Safety and Health Act provides an impetus to bring the Mayor's attention to this matter.

Prior to the time the Mayor received the petition, however, our Library Board saw it and decided to act. They asked that members of various City agencies be present at the Board meeting of January 23 to discuss the problem and propose solutions. The responses of some of those present are summarized here:

Mr. Marvin Levin, Public Buildings: Recommended that we find another building to house the library; the building is substandard both from a functional point of view and from a safety point of view.

Fire Marshall Brunetti: The building is an "engineer's nightmare"; compliance with fire safety requirements means enclosing the stairwells and isolating each tier of stacks from the next -- among other things.

Brant de Pierre, Safety Engineer, City Personnel: A safety survey begun in March 1973 revealed that the elevators need reconstruction; it is likely that a CAL-OSHA inspection would result in forced closing of the stack area.

Guild members present at the meeting were most impressed with the Board's reaction. Not only was the meeting called in response to the petition, but the Board also reiterated its concern for the safety of the staff. Board member Robertson was most outspoken on the subject and moved that the Commission adopt a resolution making the safety of the employees its foremost concern and guiding principle in making decisions about the building.

Thanks to a responsive Board a solution may be on the horizon.

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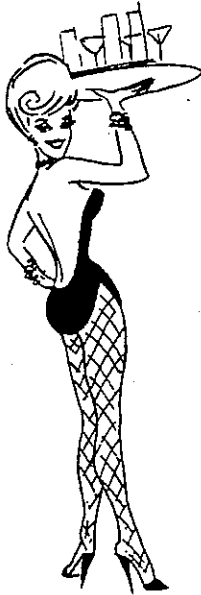
March 15 was the first negotiating session with the City at which the Guild presented its carefully-crafted proposals. Coley Knight, the chief negotiator for the City, was obnoxious. He stalled and insulted the Union team in heavily sexist terms which would never be allowed today.

June 24, 1974 was the signing of our first MOU after several months of harassment by Coley Knight and Tony Mafrica, negotiators for the City. Gains included an 8.25% salary increase, a grievance procedure, and a steward system, paid meal breaks when required to be on call during meals, the right to review one's own personnel folder, and a mandatory 15-minute rest period every four hours. It was a very good first contract.

To celebrate the first contract, the Guild threw a posh party in a rented Wilshire-district mansion.

# WHAT HAPPENED

By our own Miss Moaning Garrett



Darlings, you should have seen those librarians boogie! The Guild's gala party last month was a resounding success; all the ingredients were there, posh mansion, hot music, mixed couples, lost inhibitions, acres of food and immense supplies of liquid refreshies.

Bell of the ball was a Mr. C, whose glittering costume for the occasion defies description (at least, it does in this conservative rag). He was seen to dance with our prexy, Jane. No more hints...you'll just have to guess who he is.

Highlights of the evening were a rigged raffle (sorry, Gordon baby, but the truth will out), presentation of suitable gifties to our stalwart (but cute) negotiators, and a trumpeting performance by Dick Collins, who joined the band for a few numbers.

If you didn't stay 'til the wee hours, you missed seeing Jane and Sara put on a wild exhibition of le dance, done to a Chuck Berry classic, "Route 66". And if you didn't stay 'til the party ended, you missed being propositioned (if you are female) by the owner/operator of the mansion, a 75 year old entrepreneur, whose advice on living to a ripe old age was to smoke, drink, and get a piece of \_\_\_ every day.

A multiplicitude of congratsies to the organizer, Sara. But what was she doing 'outside, dancing on the front porch of the place???

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Budget cuts mandated by Mayor Bradley threatened major service reductions, including Saturday hours, elimination of Community Aides and Service to Shut-ins, closing the Patents Room and Police Library, etc. To dramatize the opposition, the Guild took action.

WHY THE CAGED BIRD CRIES; OR, THE CUTS MENTALITY IS PAINFUL

On Wednesday, November 27, the Board of Library Commissioners voted (four to one) to approve, prior to sending to the Mayor, the Library's proposed 1975/76 budget. It was submitted in the Mayor's demanded "format" of 95% of the present budget level with everything over listed in add-back "packages" in order of priority.

The Guild is unalterably opposed to the offering up of any cuts in view of the fact that the Library, which was already attempting to maintain its programs on a shoestring, sustained a 3.5% loss in budgeted funds this year.

You will recall that earlier in the budgetary process, after hearing about effects of cuts from working staff in a lengthy session, the Board took the stand that they would approve only a proposed budget at 100% of the current level or above. After the announcement of this statement by the media, the Mayor sent along to City departments his threat to return any budget not submitted in his required 95% plus add-backs "format". The Board, intimidated, backed down.

No one will forget, of course, the receptiveness of this Commission in welcoming staff participation in the formulation of priorities. We are, however, very saddened at their failure to show the courage of their convictions.

To dramatize the serious concern of the staff and the Guild, a Thanksgiving presentation was prepared for the Board's meeting at which they were to consider the budget. A news release was sent by the Guild to the media inviting them to the "budget chopping block session" of the Board of Library Commissioners for a Thanksgiving special.

At 9:00 a.m., time for the meeting, several newsmen and photographers were on hand. Channel 7, KABC, interviewed Ann Lane, President of the Commission, and Jane Goldner, President of the Guild, in the hall outside the Boardroom. Tremendous curiosity was evident among the members of the Board, the media, visitors, and passersby concerning the rectangular form draped in a yellow sheet which was being guarded by Doris Herrscher and Sherry Bellina on one of the hallway benches.

After the interviews the people involved drifted into the room, settled down, and the meeting was called to order by Mrs. Lane. Jane Goldner immediately asked for the floor stating that the Guild would like to make a presentation.

"In honor of Thanksgiving we have prepared a brief Thanksgiving program and would like to present you with our gift. Can you make room on the table, please?"

The yellow-draped parcel was carried into the room, lifted to the table and placed directly in front of the Commission President. The sheet was removed revealing a white turkey in a locked cage. After squeals of delight and amusement and many quizzical stares, Jane continued her presentation.

"The Librarians' Guild is here this morning, which is the day before Thanksgiving, to thank you for putting our necks on the chopping block. We are just like the turkey in the cage. We do understand that you, the Commission, are the cage which is holding us, and we understand that the Mayor has the key to the cage which will free us." (The cage was locked. A key was held up by one of the gift bearers.) "We know you are appointed by the Mayor to represent the citizens of Los Angeles in securing and maintaining public libraries that offer the citizens the high level of service they deserve."

"We understand that budget cuts cannot occur unless you approve the Library budget. We ask you to truly represent the citizens. If you turn in this 95% budget, then you have got to be the biggest turkeys in town."

Guild members in the audience asked in unison, "What are you going to do?"

The discussion of the budget was limited pretty much to a few isolated questions. Some of them led to lengthy discussions of other issues; i. e., the CETA program, (about which the Commission, along with the staff, knows very little at this point); and revenue sharing, (which the City has used to suit its own designs--to spend for regular programs in lieu of City moneys, rather than for enrichment programs).

Mrs. Betty Reddin said that she could not approve a budget which included possible cuts in hours of service for branches. Mrs. Muriel Bodek suggested in future that perhaps back-up personnel be considered for cuts rather than public service. It was obvious that the Commission had sunk into a cuts mentality--which, of course, was exactly what the Mayor had in mind when he initiated his budgetary process. There seemed to be no understanding of the position they had been pushed into. The Mayor will look good no matter what happens. After all, the Library suggested its own cuts.

The proposed budget was brought to a vote and approved by Bodek, Holloman, Lane and Vitale. Mrs. Reddin voted against!

During the discussion the caged turkey had disported himself as a perfect gentleman, nonchalantly drinking his water and nibbling at his scratch. After the vote was passed the poor bird uttered a plaintive cry and lost control of his bowels.

As Channel 7, KABC, said in its coverage of the event on the 6:00 p.m. news, the buck stops at City Hall. LET CITY HALL WEAR WELL ITS RESPONSIBILITY TO THE CITIZENS FOR GOOD LIBRARY SERVICE!

## COMMUNICATOR Subscription Policy . . .

The COMMUNICATOR is mailed free to: Guild members; selected government agencies and officials; the media and other unions.

The annual subscription rate of fifteen dollars (\$15.00), which is the cost of publication and mailing, is charged to all subscribers not fitting into any of the above.

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The LIBRARIANS' GUILD represents the professional librarians below the level of Division Librarian, at the Los Angeles Public Library, and is an AFSCME Local, 2626.

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### III. The Confrontive Years: 1975-1976

**1975:** In January the Guild hired Anna Sklar for six months to lobby for the Library's budget. This was--and is--unique in labor unions. Eventually, the library got a no-cuts budget!

Plans for a new, safer Central Library were not exactly dead, as a Blue Ribbon Committee had been formed to consider possible sites. Guild members believed there should be at least one librarian on the Committee, but efforts to discuss this with Mayor Bradley or CAO C. Erwin Piper met with a stone wall.



## PIPER PICKETED!!

By Rannie Reith

It was cold on the morning of February 4th in Los Angeles, and raining off and on. By 9:00 am, the grayness of the Civic Center area was broken by a stream of over 20 cheerful yellow, red, and green posters, carried by 20-plus chilled librarians, circling the terrace in front of City Hall East. Passers-by seemed to find the posters attractive; they paused to read the messages. The lone Security Officer at the door seemed somewhat bemused, but kept in touch with an unseen authority with a walkie-talkie.

Soon, representatives of the media arrived: not many, but apparently enough to cause uneasiness behind the glass doors of City Hall East. A second Security Officer arrived, and the two moved out into the cold urging the marchers to move away from the building--or at least away from the slight protection offered by the extended overhang. Then a third officer arrived, with the triple stripes of power on his sleeve, to reinforce the message from the "building manager", that the group was impeding traffic through the entrance, some fifteen feet away. It was hardly a show of force, but it was comforting to the marchers to know that someone inside had noticed them.

What was it all about? Well, for Librarians' Guild members, it was their action committee in action. For some at City Hall, judging from the calls rumored to have been made, it was a revolution. For the marchers, or at least for this one, it was a statement that librarians believe in libraries, and in themselves; that we know the City will get more library for its money if the working staff is given a voice in the planning from the start.

It all began at the Guild's general meeting in January when the membership voted the Central Library site selection its most pressing current concern. A committee was formed to take action to assure staff of some voice in the planning. The committee felt the obvious solution was Guild representation on any City committees

dealing with the proposed new Library, since our working conditions would be so vitally affected by the decisions of the committees, and because we knew the City would get better value for its dollars if the working staff could offer its expertise on the day-to-day functions of a major library.

A letter was sent to the Mayor asking that the Guild be given representation on any present or future committees. The Mayor replied (when called, for he never answered our letter) that the Central Library Development Coordinating Committee was now the CAO's committee, and that the letter would be forwarded without recommendation. When the CAO was called, he replied, among other things, that the decisions were management's to make, that he did not have to spend his time talking to employees, that the committee no longer existed, and that no, he would not meet for even 15 minutes to discuss the request with a Guild representative. He then hung up on our spokeswoman.

Since letters brought no response, and dead telephone lines permitted little communication, the Guild committee had to find another way to deliver the message. So, Monday evening, an intrepid, if not totally artistic band of librarians met at the AFSCME office to paint posters--most of which simply suggested the possibility of a \$70 million lemon being planned for us. On Tuesday morning, the messages were delivered to City Hall.

In the week that followed, every identified member of the group was asked at least twice if they, and every one else they knew had done this on their own time. (To whom it may concern, YES.) Rumor has it that calls were received in the Library Administrative Office on the matter. Some attempts were made to acquire a list of marchers, at whose request we know not.

Isn't it nice to know that a few librarians walking in a circle are frightening?



P.S. It worked! Kathryn (Penny) Carr and Pat Wilson were appointed to the Blue Ribbon Committee.

Weekly "dialogues" on Tuesday mornings with City Librarian Wyman Jones were begun. Attendees reported free-wheeling discussions, but few changes resulted, and eventually the dialogues died a natural death.

1975 saw the Guild filing its first two Unfair Labor Practice charges and its first request for arbitration over the suspension of Toni Mitchell. One Unfair was dropped by the Guild when conditions changed, one was still pending, and the Guild won the City's first arbitration, reinstating Toni Mitchell, although Toni was later fired.

In April AFSCME and ACEA came to a parting of the ways and the ERB called an election. Campaigning in the library was intense, but AFSCME won and we were a real union at last.

## PRESIDENT'S VIEWS

By Jane Ellison

Now You See It; Now You Don't; Or, The Library Department Budget

On March 25, we had a budget. By April 25, it was disappearing. Magic? It's magic if political sleight of hand qualifies. What happened is really pretty apparent once the shock passes. By making his March "budget announcement", Bradley got rid of a lot of uncomfortable public pressure. He said to the public that he heard them and give the Library a budget that cut nothing, and, in fact, added almost \$600,000 to make up the rising costs of materials.

Bradley also got rid of an uncomfortable Unfair Labor Practices Charge we had filed that cited the City with attempting to change our work hours without negotiating them with us. As you remember, the CAO's Office called the AFSCME Office within one hour after Bradley made his budget announcement, asking us to withdraw the charge because "we had gotten the money."

By making his April 25 statement that cuts would be necessary after all, what he did do was to publicly blame the City employees and their salary demands for his need to reintroduce cuts. In doing this he wants to convince the citizens that it's not his fault, it's ours. Since Bradley had our economic demands and the Annual Wage and Salary Survey results available to him by March 1, he obviously could have made his cuts on March 25--but the heat was still on.

In his April 25 sleight of hand move he recommended to the Council's Finance Committee that \$89,350 be cut from the Library's budget: (\$50,000 bindery; \$18,000 salaries as needed (That means substitutes!); the remaining \$21,350 comes from different supplies, furniture, equipment and expense accounts.)

Anna Sklar, the Guild's legislative advocate, also found another \$10,000 cut to the Library in the Public Utilities budget. Library Administration also knew about that but didn't mention it to us at the Information Meeting, May 1, or at the Commission meeting the day before. This ten grand was for additional branch telephone lines which were recommended by the telephone company survey.

These two cuts, totaling almost \$100,000, were approved by the Finance Committee (Braude, Chairman; Bernardi, and Nowell); the Committee then passed the recommendation on to the full Council.

The Guild knew about this routine of "now you see it; now you don't" magic on Friday, April 25, when the cuts were proposed and accepted because Anna had attended all of the Finance Committee hearings.



In their report to us on May 1, Administration said they could "live with the cuts." That refrain dates back to the previous year when we received the cut budget we're now working under. At that time, (when \$126,300 was cut from the materials fund; when Central Library and the Hollywood Regional Branch were closed Friday and Saturday nights; when Children's Room lost 28 hours, reducing it to a pitiful 20 hours/week--when you cut hours you cut staff!), the Administration also said at the Council hearings that we could "live with the cuts!" Does anyone know how long the body lives when its parts are systematically cut away? An interesting note: when the decision was made that we could live with the loss of \$50,000 bindery funds, neither Ernie Siegel, Director of Central Library, nor Marilyn Tamura, Director of Branches, was there. I guess they were also told they could "live with the cuts."

As of April 25, the Mayor's Magic Show was just warming up. By Monday, April 28, it had come to town. The Mayor sent the word to all City departments, "another 4% cut." Not only does the Mayor use sleight of hand, he also makes time disappear. We had the eerie feeling we were right back in November when the Mayor originally asked for 5%.

Administration came up with the five cuts listed below. They total \$598,131; add to that the \$99,350 and Bradley has his 5%, plus some. How's that for magic?

	1) Furniture/Equipment	\$14,720
<u>Salaries:</u>	2) Public Information Staff:	\$19,279
	1/2 Display Artist	
	1 Project Assistant	
<u>Salaries:</u>	3) Overtime:	\$ 8,338
	Sunday hours at Echo Park	
	and Robertson (4 hours/each)	
<u>Salaries:</u>	4) Central Library:	\$183,644
	a. Close 1 day/week	
	b. Reduce Police Library	
	hours to 1/2	
	c. Transfer Planning	
	Library to M. R.:	
	1/2 Librarian I	
	1 Senior Clerk Typist.	
<u>Salaries:</u>	5) Branches:	\$372,150
	Close each agency 1 day and	
	another night each week--	
	12 hours each.	

The number of positions cut is curiously not noted. When questioned, the number Administration gave was "roughly 50"; approximately 20 at Central.

#### Guild Style Magic: ACTION

To heighten the atmosphere of magic and mystery, the Mayor's 4% message of Monday, April 28, was not mentioned to anyone. Some of the Regional Librarians knew about it on Tuesday, April 29; others who weren't at the regional meeting, simply didn't. The Guild found out about the impending cuts late Tuesday afternoon. The Administration was to make their recommendations to the Commission for their approval, Wednesday, April 30.

By 10:30 a.m., Wednesday, the Guild had over 150 staff members in the hall, noisily waiting to hear about the budget. We also invited the media; KNX radio and TV (Channel 2), and KFWB came to see the following sequences of events, hardly magic but pretty exciting nonetheless:

- 1) Commission had to move to the Assembly Room to seat all the people. President Lane wanted "public" to attend the meetings.