

COMMUNICATOR

Librarians' Guild | December 2018 | Volume 43 Issue 1

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From the Editor...

2018 was a busy year for the Guild. We ended 2017 with a fond farewell banquet to our long serving President, Roy Stone. Henry Gambill pays tribute to Roy in his funny and touching speech.

The Guild also celebrated an amazing 50 years in existence with a grand party in June 2018 at Central Library with a performance of our History of the Guild Puppet Show and a dinner. There are many photos commemorating the occasion.

I am stepping down as editor after this issue. It has been my pleasure to be the custodian of such an important publication.

We are union strong and union proud as we move forward and keep up the good fight!

If you have any comments about this issue, or if you would like to contribute an article for a future article, feel free to reach us at librariansguild@gmail.com

Sincerely,
-Joyce Cooper

librariansguildLA.org



Roy Stone flying around Central Library (2017)

“What a Man, What a Man, What a Mighty, Mighty Good Man...”

Henry Gambill Roasts/Toasts Roy Stone at Roy's Retirement Celebration (December 9th, 2017. Wilson Harding Clubhouse in Griffith Park).

Sisters and Brothers,

Roy Stone worked so long for the City that he once had the bilingual bonus for Tongva. *(cont'd p. 2)*



From the Sunshine Committee:

Through the Sunshine Committee your Librarians' Guild celebrates momentous events in our member's lives, including birth or adoption of a child, marriage, graduation of the member, promotions, retirements, and awards.

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

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

Send the information to Pearl Yonezawa, the current Sunshine Chair, at pyonezaw@lapl.org.

(GOOD MAN cont'd from page 1)

He would do outreach out of the missions, which was kind of a peculiar assignment for a nice Jewish kid like Roy, but somehow he charmed all those grim Spaniards into letting him do it.

Roy would go into the marshes of what we now know as Playa Vista and shout "Ya Vet Nay Ha!" Which we all know means "I too am an Angelino" in Tongva.

It's true. I looked it up. I'm a Librarian.

Anyway, Roy recently sent out an uncharacteristically grumpy email to this banquet's planning committee that he wasn't going to accept any presents--to please tell everyone NO presents--because he already had "too many things."

And I just wanted to say that I have been to his home here in LA many times, and I was even invited...once...to his house out in New Mexico and it's true: Roy, you do have too many damn things.

Sheila too. But I'm only here tonight to say nice things about Sheila, so forget that last part.

Speaking of Sheila: She served LAPL for 33 years and retired on the same day as Roy. We cannot

celebrate Roy without celebrating Sheila. In addition to her years of service stewarding the Art and Rec department at Central Library (31 years as Senior Librarian), she was a major force for our union, an executive board member, and a huge contributor to the award-winning Communicator, including serving as Communicator Editor for many years. We owe Sheila a huge debt for all that she has done for the library and the union.



Sheila Nash and Roy Stone

But anyway, back to presents.

Roy, despite your wishes, I brought presents for you and Sheila tonight.

But let me set it up first before I give it to you. There's one thing that patrons say to LAPL librarians that is guaranteed to pinch up our faces, cross our eyes and generally provoke a look as if we have fallen into the deepest blackest existential hole in all of the universe.

It's a simple series of numbers said over the phone. And I'll say it the way I usually hear it on the phone.

2.....7.....2.....4.....4.....0

The reason we fall into the existential hole when we hear these numbers is because everyone's library card begins with 272440 and the person's REAL unique numbers are the 8 numbers that follow.

A handful of cool patrons know this and will only say their 8 numbers, but that's only about 3 out of a million people who have figured this out. Which means your poor suffering librarian has to listen to 272440 about fifty times a day. Every day. And we hear it in our sleep, too.

Anyway, being a librarian I decided to calculate how long Roy Stone has spent, in his career, listening to 272440.

So I added the seconds, on average, it takes to hear the number (3 seconds for speedy patrons, up to ten-seconds or more for the annoying patrons) and added that to circulation data at the branches that Roy has worked at, and did a complicated formula which included carrying the two. The result: Roy, you have spent 13.8 years listening to that number.

Now I know Richard Kraus is here tonight and he's probably already done the calculations in his head and he's leaning over to people saying *THAT MATH IS WRONG!* But just go with it Richard, okay? Just go with it.

Anyway, I had two t-shirts made—one for you and one for Sheila—which have 272440 on the front and 37244 on the back. I'll let the librarians here tonight explain the second number to non-LAPL people at their tables.

All frivolity aside, let's talk about Roy

Roy retired this past June with 45 years of service to the City of LA.

He was hired September 20, 1971, as an Administrative Intern at the CAO's office. We're lucky he didn't stay there.

(cont'd p. 4)



A Unique Library Shirt

(GOOD MAN cont'd from page 3)

In the Union, Roy served 21 straight years as President (since Fall 1996), not including one sole unhappy year as President back in the 80's.

All in all, to the best of my calculations, Roy spent 39 years on the Guild's Executive Board in one capacity or another. 39 years. I'm not making that up.



Grinding away

Since 1996, Roy was, of course, our union President, but he also served as Treasurer on the Council 36 Executive Board and he found time to be a full time Senior Librarian. And before you think that Roy was one of those Branch Managers who hides in his office all day, every time I called the Fairfax Branch looking for him, I usually had to wait for him to finish a reference question, or conclude a computer class or finish picking up trash outside.

But let's talk about Roy's accomplishments:

I first met Roy in 2006 but got to know him much better in 2008. I was Western Area Rank and File Steward, and Human Resources Director Al Clark had decided to yank the second tier of 5.5% bilingual bonuses for a handful of librarians.

Roy had enough trust in me to let me represent one of the grievance all the way up to the mediation level, where we won, of course, because the Arbitrator ruled that management had recalled the bonuses arbitrarily and rather capriciously, which Al Clark and Pat

Kiefer didn't like to hear, but made the rest of us all grin like jackasses eating thistles in the moonlight when we heard the news.

That, as Roy always likes to say, was our union working for us.

Anyway, I soon learned that Roy and the union had also done a whole bunch of other things well before my time.

For instance: Sunday hours.

We all know that if you have to work a Sunday, you only have to work 1 in a 4 week period.

We also know that on Sundays you work a five hour day but get paid for eight (if you are FT).

I learned that this is one of the first big deals that Roy helped broker as President. And the deal made the very concept of working Sundays something somewhat palatable.

And even though the CAO's office is always trying to take it away at every negotiation, think about how brilliant the deal is. Without it why on earth would anyone want to work in a Regional Library?

That as Roy says, was our union working for us.

While looking into accomplishments, I also learned that back in the 2002 contract negotiations, management insisted on having more flexibility in hiring. Specifically, they wanted to be able to hire people to be librarians without them actually having a degree in Library Science. Management said they just needed applicants to have a bachelor's degree and promise to eventually go to library school.

And they dangled a 4% pay hike to the Librarians so we would agree quickly to the idea.

Well, we did not agree to the idea, and Roy, Rosalie Preston, Cheryl Parisi, who was our Business Rep at the time, and scores of others led a sophisticated campaign in opposition to the idea, gathering signatures on postcards, invading city hall, the Mayor's Office, the Council chambers, the Employee Relations Committee and even threatening to picket outside the Library Foundation's fundraising dinner, something that made the Library Director at the time, Susan Kent, quite bonkers.

But the pressure was turned up enough and, eventually, the CAO personally visited our negotiations and stated that the whole idea was being pulled and would the Guild just shut up already?

That as Roy says, was our union working for us.

Which brings us to the Save the Library Effort and the eventual Measure L campaign.

In the Spring of 2009, Mayor Antonio Villaraigosa instructed his CAO Miguel Santana to prepare for thousands of layoffs to deal with the City's budget deficit, and the mayor joked about using the opportunity to clear some "dead wood" from the ranks of city workers.

The Coalition of LA City Unions came up with a better way to save money which was ERIP, the early retirement incentive program, which allowed the most senior workers to retire a tad early, thus saving the same money that would be saved with thousands of layoffs and furloughs.

Of course, the mayor and the CAO didn't want to do this, and Villaraigosa broke off negotiations and said his mind was made up.

(cont'd p. 6)



Protesting all the Wall Street fees that eat into the City of LA budget.

(GOOD MAN cont'd from page 5)

So Roy, Verdel Flores and the union and other Coalition members started dogging the mayor where ever he went, either on the job or socially, urging him to come back to the negotiation table. I still remember the look on Antonio's face when he stepped out of his SUV and saw us waiting for him in front of a formal gala at the Fairmont Hotel.

Actually, the mayor and I had an ironic exchange that night. I asked him if he had ever been laid off, and he thought for a second and said he had. I said when? And he said, "When I was a Union Rep."

Well, during the campaign we jammed City Council Chambers and campaigned like crazy until we successfully pushed ERIP through, preserving city services, saving thousands of jobs and unwelcome furloughs while allowing our most senior city workers to retire a little earlier in a respectful way.

And that as Roy says, was our union working for us.

Then the Great Recession hit and in 2010 the mayor called for thousands of new layoffs and furloughs as well as up to a 15% pay cut.

A steely eyed Roy Stone set up an emergency executive board meeting with the agenda to "prepare information and documents to be printed for the public along with planning a campaign to stop the mayor from destroying our library."

Times were serious, indeed.

With Roy's leadership, we mounted another enormous campaign. We gathered 30,000 signatures opposing the cuts, we spoke endlessly at City Council Chambers about the importance of library services, we marched in the streets, we held Storytime in front of the Mayor's home on Father's Day,



*We want to meet your best friends!
The Communicator would love to
share pictures of your pets. To
submit, please send to Joyce
Cooper at jcooper@lapl.org.*

**This month: Meet Denice
Nossett's BF: Gus**



we picketed the Mayor's Oscar bash, we had a Save the Library billboard on Sunset and Highland, and we hired a truck to go around town with a giant Save the Library sign blaring its horn as it went.

But we also had what we thought was an ace in the hole:

With ERIP, the Mayor signed off on a clause that said that if he furloughed or fired even one city worker during the time of the present contract that he would have to give us the raises that we were willing to delay for a lengthy period of time if he didn't.

But this was Mayor Antonio Villaraigosa, and even though he knew that the layoffs would end up costing more money than not doing the layoffs, he wanted to make a political point

And apparently, so did the President of the City Council: Eric Garcetti.

Along with scores of MCs and Clerks and others, 14 of our youngest civil service librarians were laid off, many of them children's librarians.

All together, with the layoffs, retirements and hiring freeze, the library lost nearly 30% of its staff, forcing us to revert to five days service--closed on Sundays and (for the very first time in its history) Mondays.

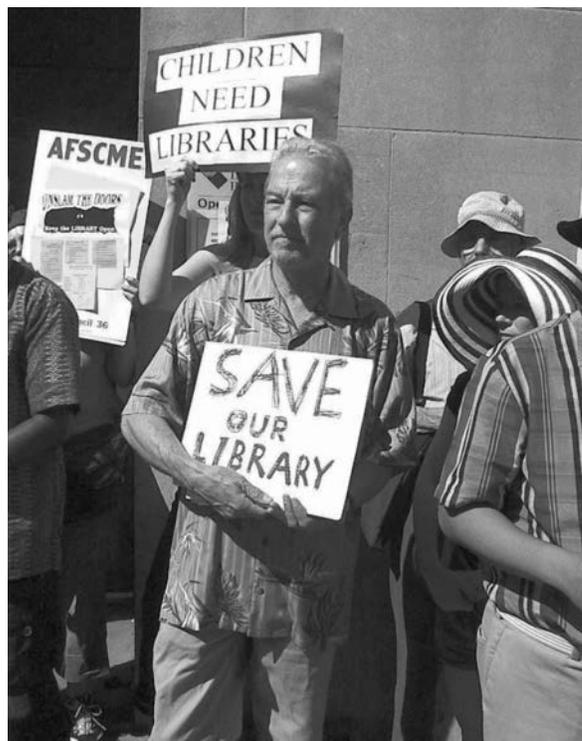
Roy called me up on the phone that night to tell me the news and I have never seen him before or since so upset about a union matter. This was especially true because Roy, I believe, is someone who always sees possibilities and clearly the Mayor had a way out of this that was good and fair and the Mayor chose not to.

And so it went.

But we fought back and organized a massive demonstration at Central Library on the first Monday Closure. The media was there and they listened and took photos. Patrick Range McDonald of the LA Weekly eventually published a devastating article called "City of Airheads" which ridiculed the Mayor and City Council for destroying library services for no apparent logical reason.

The City Council was so embarrassed that in December Bernard Parks of all people came up with the Measure L idea and all of us went to work. The catch, we had to put the charter amendment on the obscure March 9, 2011 election. This gave us January and February to get people to the polls.

(cont'd p. 8)



Rally in front of Central Library on first Monday closure (July 19, 2010)

(GOOD MAN cont'd from page 7)

During this time, Roy could have excused himself from working as a Senior Librarian and work full time in the campaign, but he refused. Management also decided to redeploy Roy to the Durant Branch just to make things even more interesting, but Roy agreed to go.

It was an intense, all consuming campaign, mostly spent reminding people that there actually was an election in March. The details are too long to go into here, but after two fast months, and I doubt Roy slept more than a few hours in that time, LA voters passed the measure by 62%.

And that as Roy says, was our union working for us.

Less than two weeks after this, City Librarian Martin Gomez threw us an unfathomable curve ball: he was not going to spend funds hiring the laid-off librarians back, so Roy and the union had to battle that one too. It took quite a while, and we had to file an unfair labor practice, but all 14 librarians were eventually offered their jobs back, whether or not they were willing, or able, to return.

Again, that was our union working for us.

And now may I editorialize that if management still pulls crazy stunts on us even though we have a very strong union can anyone in this room imagine how management would be if we did not have a union, or we had one but it had a very, very small voice?

Anyway, let me conclude with a few more details about Roy:



Getting ready to march in 2015 Pride parade

The beautiful thing about Roy is that he is exactly who he appears to be. Some of us are not. Roy is.

Roy is extraverted: he loves people, new things and new places to see. Many times I've tried just to get to the end of a block with him, but he has found something to marvel at along the way—something beautiful in a shop window, or to go inside a historical building that I may not know anything about but he has to tell me everything about.

Life is an adventure with Roy. There is always, always time for fun and exploration even in the midst of crisis. There is always something new to eat, something new to see, and something new to talk about.

At first I had a hard time quite literally keeping up with him even though we were born on opposite ends of September exactly 20 years apart.

When I learned that Andrea and I were having our baby boy, one of my first thoughts was that I had to tell Roy the good news and when I did he gave me a huge hug and he said he was so very happy and excited for me and he looked like he was beside himself with joy.

Alex is now five years old and Roy is Uncle Roy to him. And he loves his Uncle Roy.

As I mentioned before, Roy always sees possibilities and avenues. There is always one extra thing to look at, one more person to talk to, one more facet of an individual to consider before judgment reigns down.

All of us know that Roy is obsessed with recycling, and it's a passion of his that I have tirelessly poked fun of just to hear him giggle, which I love to hear as often as possible.

But when I reflect on it, I think: "But what is recycling after all but giving something made of paper, glass or plastic a second chance to be something different, to have further value.

And for heaven's sake that's exactly what Roy's done with so many librarians over the years who needed someone to advocate for them, to give them a second chance when they got into trouble with management over one thing or another. Roy has literally recycled careers here at LAPL!

Ray Bradbury wrote a short story called the Sound of Thunder. The protagonist time travels to the dinosaur age and then returns to his present time only to discover that he has accidentally stepped on a butterfly back in time, for it now appears on the bottom of his shoe. He mentions it to the people greeting him in his present time but they respond back in a language that he doesn't recognize and he is horrified knowing that by stepping on the butterfly thousands of years ago he has permanently altered the course of history.

In other words: every little thing matters.

You can stand in front of a pond that is still. And if you do nothing but walk away, the pond remains the same. But if you toss in even a tiny pebble--you create a ripple that will last beyond your ability as a human to observe and measure.

I believe Roy innately understands this. For no problem or concern from any of our members has ever been too small for him to ignore, and no issue has ever been too large for him to back away.

He's throwing his rock in the pond.

Just try to stop him.

I have nothing further to say except this: Roy, you are my dear, dear brother. We have talked on the phone several times a day nearly every day for 10 years. In every single one of those days we have laughed and have had fun in one way or another even though we are talking, ad nauseam, about union issues and the library.

(cont'd p. 10)



A good hug at the end of the tribute (and a chance to see the back of Roy's head).

(GOOD MAN cont'd from page 9)

I am so grateful for what you have done for me and everyone in this room.

You are truly my working class hero and a great champion of the library and all the important things we do.

I believe that there aren't really endings, only new beginnings. And I absolutely wish the greatest blessings on this new beginning of yours and Sheila's.

Of course, I plan to be hanging out with you and seeking your input on things, even out there in that New Mexico place of yours.

Thank you. **LG**



Roy complains that it was supposed to be a roast.



Richard Kraus makes his own tribute.





A Blast from our Past!

LG COMMUNICATOR

Vol. 18 Nos. 5-6 May-June 1985

Special Issue

PAY EQUITY

CITY LEADERS SAY YES!

By Fontayne Holmes

On May 8, 1985 Mayor Tom Bradley called a press conference to announce the historic collective bargaining agreement between the City of Los Angeles and AFSCME Locals 2626 and 3090. Just minutes before the press conference, the negotiating teams of the Librarians' Guild and the clerical unit, representing the employees, and the City Administrative Office, representing management, signed three-year contracts containing significant pay equity salary adjustments for the two female-dominated classifications in Los Angeles civil service.

Joining Mayor Bradley on the podium to support the contracts were City Council members Joy Picus, Zev Yaroslavsky, Art Snyder, Robert Farrell, Marvin Braude, Peggy Stevenson, and Gilbert Lindsay. Undoubtedly, only their absence from Los Angeles kept Dave Cunningham and Pat Russell, both strong advocates of comparable worth, away from the press conference.

As the TV cameras rolled and the bulbs flashed, the Mayor and council members opened the conference with pertinent remarks. Tom Bradley heralded the fairness of the contract and the constructive collective bargaining process which accomplished it. Joy Picus, a trail blazer in the pay equity campaign, elaborated on the judiciousness of the City of Los Angeles' move to redress prior discrimination against women workers. Zev Yaroslavsky concurred, alluding to the National Science Academy study which shows women to be systematically underpaid

Editor, Helene Mochedlover

Literature Dept.

On Thanking Everyone for Everything

By Roy Stone, Immediate Past President of the Librarians' Guild

So around spring 2017 I went to a LACERS meeting for prospective retirees and started to officially tell just a few close people of my decision to proceed. The previous year was not my most healthy and according to Sheila I was getting old. But this led to revealing my plans to patrons and library staff and my dear Fairfax Library co-workers, which was sad and sadder as time got close to June 22, the last official workday.

There was a Fairfax Branch/Hollywood Region party, into which so many people put some really hard work, especially April Hamilton. Many people said wonderful things about me, some of which could have even been true.

People sent cards, emails and called saying more wonderful things. And as I continued doing reference and talking to people they offered more nice thoughts. Then the Hollywood Region seniors took me to lunch and gave gifts and said good wishes.

Then there was a long break until December when the Librarians' Guild transformed our end of year party to a fare-well party to me. This also caused major work and time especially for Henry, Joyce, Brooke, Lisa, and many others. This event turned out to be more people saying more really great things about me, and some embarrassing things (Glen Creason) and more gifts.

That was the background for why I could:

1. Barely keep myself together from February to June 23 and
2. I knew that I would be unable to thank everyone for their generosity and thoughtfulness for gifts and cards and speeches and
3. Even if I tried, I knew I would leave someone out due to that slip of memory that occurs once in a while and
4. Despite this I simply had to thank certain people (Pearl, Denice, Jenny, Richard, Joyce, Henry, Sheila). See what happens! I have to stop here.

The real point to this is for me to offer my very late and long overdue appreciation to everyone, for the many parties, cards, thoughts, wishes—for the hard work everyone went to making my farewell parties so special, along with making my entire work life so fulfilling and wonderful.

I so greatly appreciated my time (45+ years, which is much longer than normal people should think of working) at LAPL. When it's all said and done, it is really all about the people and friendships and co-workers over the years. **LG**



Fifty Years of the Librarians' Guild

Script actually used at our 50th
Anniversary Banquet Held on June 2, 2018
(adapted from an original script)

Note: The festive event was held at Central Library. Puppet show was in the Mark Taper auditorium and the dinner was served afterwards in the rotunda.

Announcer (off stage): *Welcome to the History of the Librarians' Guild! Our story begins in present day: June 2018!*

Enter Bunny

Bunny: It's my first day as a full-time LAPL Librarian. It's a whole new world!

An old bird enters.

Old Bird: Welcome! So you're the newbie. Where are you assigned?

Bunny: Someplace I've never heard of: Durant Branch! I'm so LIT!

Old Bird: My goodness...I love your enthusiasm.

Bunny: Yup, and I'm working for a library system with good pay, full benefits, cool swag and cutting edge technology!

Old Bird: That's true, but it wasn't always that way.

Bunny: No way!

Old Bird: Way! I remember my first day on the job...that was more than 50 years ago. It was like this....

Old Bird and Bunny exit

Announcer: The year is 1967!

A young chick (Renny) enters.

Renny: Oh boy. My first day on the job at Central Library. I'm so excited! Here comes my new colleague, Gordon Brooks.



Gordon: Hi Renny. You'll like working at Central, even though there's no parking, the reading rooms are cold, the workrooms are hot and stuffy, and the elevators get stuck between floors all the time. You'll even get used to the crazy patrons. But things will get better.

Renny: Wow. With all those problems Is the city going to build us a new library?

Gordon: Ha! That's a good one! I'd laugh if morale wasn't so low.

Renny: Hey, let's put on a puppet show...that will cheer people up.

Gordon: Better pay and working conditions will cheer people more. We're going to form a union called the Librarians' Guild.

Renny: That's sort of catchy.

Renny and Gordon exit.

Announcer: The year is now 1968.

Tom Lippert:(enters) What a great year! I'm Tom Lippert, President of the new Librarians' Guild. We just had our first Membership Meeting on July 21, 1968, and we're getting a new City Librarian named Wyman Jones. I've heard he likes hot dogs.

Renny: Oh, good. (Breathlessly) Maybe he will get a bond issue passed for a new building for Central Library, and we can form Friends Groups, and get audio-visual materials for the branches, and build up the PR department, and get paperback books, and have a better ILL system, and have lots of programs for adults and children, and Administration will always reply to memos and suggestions, and, and. . .

Tom: Hold on, little Chick, there's lots of hard work ahead for the Guild. But at least we have a good team! (EXIT)

(FANFARE SOUNDS!)

Sherry: (enters) Hi, I'm Sherry Smith. Presidents Jane Ellison, Leslie Nordby, Anne Giagni and I led a rally outside the home of a Library Commissioner to protest newly imposed Sunday hours without extra compensation. (EXIT))



Announcer: The year is 1980.

Doris (Panda): (enters) I'm Doris Dosser. I am a proud member of the LAPL 21. We were 21 Librarians, Clerks & MCs suspended for walking off the job & picketing for salary upgrades and the right to have a Health and Safety Committee. Can you believe it! (EXIT)

Announcer: 1984.

Selma (Sheep): (enters) Hi, I'm Selma Benjamin. I initiated the first OSHA petition for a standard to prevent heat illness. Do you know workers in the Central faced temperatures of more than 105 degrees?

Announcer: 1985.

Harriet (Lamb): (enters) Hello, I'm Harriet Newton. What a great year to be Guild President. After years of fighting, we finally won a contract that addressed the pay inequity of the mostly female librarian workforce with male city workers in other departments! Our triumph made national news and set off a pay equity movement around the country.

Announcer: it is 1986.

(Sounds of fire engines, sirens, and flashing lights)

Roy: Central Library nearly burned down!



What a terrible day for the staff at Central and everywhere else!

Staff has been cleaning and packing every remaining book and periodical at Central. Many are depressed and sick from the ash and dust. Hi Helene Mochedlover. What can we do to help?

Helene (Bee): (enters) Oh, shit! I have just come from a Department Head meeting. Do you know what the Manager of Central said when told that staff morale is low?

Roy: I don't want to know.

Helene: She said, "Morale is not an issue. People should just be grateful to have a job."

Offstage ringing of old telephone.

Off Stage Voice: Roy!

Roy: Gotta go.

Announcer: Flash forward to 1990.

Helene: (enters): Oh, shit! I can't believe it's 1990 already. Hi Guild President Laura Weber!

Laura (Zebra): (enters) Hi. I'm glad to say "So Long to the 1980s."

First the fire, and then the earthquake that closed 6 branches! It's a good thing that Ann Maupin worked so hard to form a Health and Safety Committee. Are your lungs better?

Helene: Yeah...Now that I'm back from the Rio Vista Warehouse where we were stuck while they were rebuilding Central and I'm not breathing RIO VISTA PIGEON POD POOP anymore.

Announcer: And on it went. Central Library re-opened in 1993. The Guild won a huge victory with a great new contract. Arthur Pond, Michaela Johnson & Ivan Corpeño-Chavez served as Guild Presidents. And three City Librarians later, Roy Stone became Guild President. The future looked bright.

Roy Stone enters.

Roy: Gee Announcer, that is so nice of you to say.

Offstage ringing of more modern telephone.

Off-stage voice: Roy, phone call!

Roy: Gotta go.

Announcer: It's 2005

Roy and Richard Kraus enter.

Roy: (enters) Sigh! Another Guild Executive Board meeting, and still no MOU! Hey Richard Kraus, you're good at calculating things. Why does EVERYTHING take SO long?

Richard: I don't know, Roy. Here, have a Kraus-House GLUTEN FREE cookie while we wait.

But I did whip together a customized spreadsheet that provides the bottom-line of a system with countless vacancies, very little hiring and almost no sub pool. *(cont'd p. 18)*



Roy: What did it show?

Richard: That we're screwed.

Ruth Seid, Recording Secretary enters.

Ruth (puppy): Hi, everyone. Ruth Seid here. We need to start this meeting at 7:30 because we told all the members it starts at 7:30 so let's get going! According to my minutes... wait....where did they go? This computer never works!

Announcer: It's 2009, Everyone is reeling from the Great Recession. Our location is City Hall.

City Hall Staffer (Voiceover): Quiet, everyone, the press conference will start soon. Good morning, Mayor Villaraigosa.

Villaraigosa enters (he's a One-eyed snake):

Villaraigosa: Good morning, everyone. I have good news today! As your Mayor I am going to solve the city deficit by laying off thousands of public employees. We're going to get rid of all the "Dead Wood." Hah, hah, you may take photos now! (The Mayor strikes a pose). (all exit)

Announcer: In response, the Coalition of LA City Librarians (Unions)--PUT TOGETHER WITH THE VERY HARD WORK OF COUNCIL 36's DIRECTOR CHERYL PARISI--proposes an early retirement incentive plan called ERIP.

Roy Stone enters.

Roy: The ERIP plan would reduce the work force and address the budget deficit without massive layoffs and furloughs! Oh..here come some of the new librarians to City Hall to address the City Council!



Henry Gambill (Tall Bear): (enters): Hi, I'm Henry Gambill, somewhat new Teen Librarian. Wow, City Council Chambers is beautiful, but I hope I don't have to spend too much time in here. It's cold!

Roy: The Mayor, CAO and CLS hate ERIP, probably because they'd rather fire than retire people. Henry, the Coalition is planning a huge march down Hill Street to City Hall. We need to get as many people as we can to participate.

Henry: Cool! My first union march

All exit.

Announcer: A whole summer of demonstrations ensued, and the City Council decision whether to ERIP or not to ERIP finally came to a head in the Fall during a jam-packed City Council meeting.

Roy and Henry reenter.

Henry: You know, If I have to spend one more minute in the City Council Chambers and fill out one more speaker card I think I'm going to shit frisbees.

Roy: Before you do that Henry, go fill out another speaker card. And one for me, too. Hey...it's Verdel Flores, Vice President of the Guild!

Verdel Flores enters. She gives Henry a bar of soap.

Verdel: Here's a bar of soap for your mouth Henry.

Sorry you had to wait so long to get inside, but ERIP passed! It passed!

Henry: REALLY? THEY DID THE RIGHT THING? So, it's over? We're done? No layoffs and furloughs?!

Roy/Verdel: (together) "Until the next time."

(all exit)

Robyn Myers (Rabbit): (Telephone rings) (In a very friendly voice) Hi, this is Robyn Myers in the Business Office.

Voice on phone: Hi, Robyn, I know you were going to lunch, but when we came in at 9:00a.m., there was this hazy smoke in the building...

Robyn: And the Fire Department said...

Voice: Oh, we didn't call the Fire Dept. We didn't see any fire, just all this smoke.

Robyn: HOW ABOUT GET YOUR PEOPLE

Announcer: February 2010. (Heavy Sigh) The Mayor has called yet another press conference.

Villaraigosa: (enters) (poses) Good morning, everyone. I've decided that ERIP didn't save enough money. So I'm ordering lots of layoffs, especially for those non-essential services the Library and Recreation and Parks. You have your hand raised, yes?

Reporter: But Mr. Mayor, don't Coalition members have a no layoffs no furloughs clause in their contract that means if you fire one worker it will trigger the pay raises that the workers have delayed to keep the city afloat? Which then means the City will pay more to fire them than it would to keep them working?

Villaraigosa: (Poignant Pause) Whatever. You may take your photos now! (Strikes a pose) (exit)

Enter Robyn Myers

(cont'd p. 20)



Robyn: (telephone rings) This is Robyn.

Voice on telephone: Robyn, the sparks stopped about an hour ago, but there is still water coming out OF the electrical panel.

Robyn: And the Fire Department said....

Voice: Why should we call the Fire Department? Don't we need a plumber?

Robyn: (sighs slightly louder this time) Get your people out of there, and call the Fire Department. I'll get a plumber out there ASAP. ARGH! (EXIT)

Pearl (Horse): (enters) Sigh! Well, the Mayor got his way. I'm Pearl Yonezawa and today, the library will lay off 14 librarians, and scores of clerks and MC.'s. THIS IS HORRIBLE. Hey Denice Nossett.

Denice (Cat): Hi Pearl, how did you manage?

Pearl: Oh, it was awkward & terrible. HR instructed us to stand over the staff when they cleaned out their desks as though they were going to steal something. I offered to help carry out some of her things, and we chatted while she packed up. But it was still really horrible! I hope I never have to do this again.



Denice: Me too. I just heard that because the library staff is so depleted, all locations will now be closed on Mondays and Sundays and only open half a day on Fridays. We've never had a five-day week before...not even during the Great Depression. Argh! There are so many rumors and uncertainties. I am looking forward to the next Guild meeting to find out what is really going on.

Announcer: IT'S December 2010: Due to the layoffs and hiring freeze most libraries and departments must bump a librarian and clerk to another branch or department without much staff.

Ruth: (on the telephone) Hello? This is Ruth. I'm calling about plans for the Great Migration. OK, I'll send you a librarian for Panorama City & you'll give me 2 clerks and one MC. What??? You want who? All right, make that 3 clerks, one MC and two Acting Seniors.

Ruth exits and Lisa Palombi enters

Lisa: I'm Lisa Palombi. Oh, it's going to be a big step. Can I be an Acting Senior Librarian? But I know that Henry did it and now he has been moved from Palisades to Mar Vista. Think I will be all right. Oh there's Henry. Hey! How's it going at Mar Vista?

Henry: (enters) Oh, that was last week, now I'm at Robertson.

Kian Diazadeh enters

Lisa: Hey Kian! What branch did they give you to Act like a Senior?

Kian: DURANT.

Henry: Ooooh.

Kian: Yesterday, I'm at reference and a naked guy walks in.

Henry: What'd you do?

Kian: I ran up and asked him what he was doing.

Henry: Yeah?

Kian: He said he had a hold.

Announcer: It's January 2011. After the Librarians' Guild and friends staged a massive rally outside Central Library on the first Monday the Library was closed, the LA Weekly wrote an incredible article deeply criticizing the Mayor and the City Council for decimating the Library.

Roy Stone and Henry Gambill enter.

Henry: City Council was so embarrassed that they drafted Measure L and now we have only three months to turn out the vote. We were fighting everyone: Mayor Villaraigosa, The LA Times and even the League of Women Voters! Henry exits.

(cont'd p. 22)





Roy: We need to spread the word! Hi Hillary George!

Hillary George appears.

Hillary (Bluebird): Hi Roy. Don't worry! I've made bookmarks and flyers and the Magic Show rally at Memorial Branch is scheduled. Everybody is on board!

Puppet Show (*cont'd from page 18*)

Roy: Wow. Thanks.

Henry reenters.

Roy: Hey, Henry. How's it going at Robertson?

Henry: Oh, not there anymore. I was permanently redeployed to Brentwood on my lunch hour.

All exit.

Robyn: (telephone rings)(a bit more tersely) Robyn here!

Voice: Hey, Robyn. After we put out the homeless poop that was on fire in the parking lot, the Fire Department said....

Robin: (interrupting) Finally!!!! (Does a happy dance) (exits)

Enter Roy Stone

Roy: (enters) Well, we've done all we can; our Librarians went to literally hundreds of community meetings and gatherings and events and the Guild created ads and paid thousands into the "Save the Library" Campaign. But still I am afraid that some people DON'T even know there IS a CRITICAL election today. We need Measure L to pass TO SAVE OUR LIBRARIES!

Sheila/Henry (enter) Sh-h, the results are coming in.

Henry: I loaded up the city's official election results website. Let's see what's going on. IT LOOKS GOOD, IT IS LOOKING REAL GOOD.....Hey We've won!! Hey Roy, you can sleep for the first time in two months!

Various voices: Yay! We won!! Yahoo!

All exit.

Announcer: The Final vote was 136,000 Yes and 80,000 No. And both Roy Stone and City Librarian Martin Gomez popped a bottle of champagne after seeing the returns! But the joy was short lived!

Enter Roy Stone.

Roy: Extremely short lived! Two weeks after Measure L passed, Martin Gomez said the department didn't have enough money to rehire the 14 laid off librarians and then he went out and hired a huge group of as-needed Librarians to staff the department. We had to file an unfair labor practice and wait two years before the 14 librarians were offered their jobs back!

(Shaking his head) Roy exits.

Announcer: Well, a good thing happened later in 2011: The Guild got the Senior Librarian hiring freeze lifted, and long time Acting Seniors got a chance to finally promote.

Enter Henry and Kian

Henry: Hey Kian: What branch did you get?

Kian: HOLLYWOOD.

Henry: Ooooh.

Kian: Yesterday, a naked guy walked into the branch.

Henry: You're kidding. What did he want?

Kian: He wanted directions to Durant.

(cont'd p. 24)



Kian exits.

Announcer: It's May 2014 and the first day of contract negotiations.

Roy and Henry enter.



Roy: Well here we go again. Time to negotiate another contract for our members. I hope Management is reasonable considering the library is so much better funded now.

Henry: Well how unreasonable could they be?

Enter CAO Representative Carolyn Cooper

Carolyn: I'm Carolyn from the CAO's Office. I hate your entire MOU! We need you to start paying 50% of your medical insurance premium and agree to stretch out your step system to 20 years. All you "service minded" Librarians should be happy to work 8 hours every Sunday, which as you know, cancels out your 5 for 8 bonus. And by the way your Bilingual Bonuses are STUPID so we are cancelling those too.

Roy and Henry look at each other.

Henry: Should I respond or you?

Roy: It's BIG bad cop time. Go for it.

Henry (to Carolyn): Well Carolyn...none of us care much what you think. And saying bilingual bonuses are stupid is just ignorant. And as for all the rest of your other proposals you can take them and shove them...

Roy: (interrupting) Um...Henry

Carolyn (interrupting): Well why should you all expect to be paid extra just for helping people. Why the other day in an elevator a lost Hispanic asked me if he was in City Hall and I said..... (horrible pronunciation) No, la casa de la ciudad está al lado.

Roy and Henry shake their heads and exit.



Announcer: after a year and a half, the Librarians' Guild hammer out the new MOU without any concessions to the CAO's draconian demands. And now we bring you to 2018.

Phone Rings.

Offstage Voice: Roy! Phone call!

Henry: Hi this is Henry. No, I'm sorry Roy retired last June. Can I help you with something?

Henry exits.

Announcer: As we bring our story to a close let's toast all the City Librarians the Guild has known.

(Each City Librarian is announced by Announcer.)

FANFARE

Announcer: Harold Hamill

Harold (lion): Good morning, everyone! I want to tell you the most important thing about Los Angeles Public Library (pause to breathe). The most important thing about Los Angeles Public Library is the book collection. (exits)

Announcer: Wyman Jones

Wyman (Rooster): The most important thing is that I never got to eat my hotdog when the fire broke out in Central. (exits)

Announcer: Elizabeth Martinez Smith

Elizabeth (Peacock): The most important thing is to print everything in Spanish.

Announcer: Susan Kent

Susan (Little King): The most important thing is that we need more computers and more techy stuff. (exits)

Announcer: Fontayne Holmes.

Fontayne (Tiger): (cheering): Hi, everyone. The most important thing is that we are going to build 300 more libraries, all on time and under budget. (exits)

Announcer: Martin Gomez

Martin (Frog): The most important thing is more outreach with lots of programs, getting rid of Adult Librarians, and maybe passing a ballot measure to support us. (exits)

Announcer: And that brings us to John Szabo:

John (Giraffe): The most important thing is fulfilling all the promises of Measure L, NOW!

(cont'd p. 26)

(Quieter) We can add staff later. And let's have special initiatives like a Citizenship initiative and a Veterans initiative, a Health initiative, and (audience boos) and...

Announcer: What about a BEDBUG INITIATIVE?

John: (Pig Latin) Uh...Ixnay on the Edbugbay! (EXIT).

Announcer: And now a final word from Henry & Lisa

(Lisa & Henry puppets enter, wearing superhero capes):

Lisa: This play is way too long! Somebody said there was food!

Henry (pauses): Well...uh...I was going to add a few poignant words about how important the Librarians' Guild is to all of us and how having a strong voice in the workplace is a good thing worth fighting for, but now that you mention it, Lisa, I am sort of hungry.

Lisa: Okay everyone: Puppet Show's over. If you dilly-dally you get no dessert.

Both Henry and Lisa exit.

Roy Stone appears, looking at them. He pauses, then s`lowly moves their way, following them off stage. (Exit pursued by Bear)

THE END

Adapted from an original script written by: Serrena Day & Denice Nossett & Helene Mochedlover.

50th anniversary edition performed by: Pearl Yonezawa, Denice Nossett, Kadie Seitz, Brooke Sheets, Kian Daizadeh, Lisa Palombi, Henry Gambill, and Roy Stone.

-LG



Meet Cricket!
Member
Cathie Marie Ehle's
BFF

From the Archives

By Christina Rice, Senior Librarian, Photo Collection

The year was 1971. A young buck named Roy Stone was getting his civil service feet wet as an intern at the City's CAO office. Over the hills on the other side of town, a dedicated librarian was busy doing outreach...at the Laurel Plaza Shopping Center.

This 1971 image, from the Los Angeles Public Library Photo Collection shows East Valley Principal Librarian Nina Wilson sharing books and library literature with some North Hollywood youths.

Then, as now, outreach has long been a key component of library services. In 1971, LAPL operated 55 branches and 6 sub-branches. These locations were supplemented



by the mobile units which visited 72 scheduled places, including schools and community centers on a monthly, weekly, or bi-weekly basis.

What else was going on at LAPL the year Roy Stone discovered civil service? The library started experimenting with 3-week loan periods, multiple branches suffered extensive damage caused by the Sylmar earthquake, the Memorial Branch was declared a Historic Cultural Monument, a memorial tree and rock were placed next to the Palisades Branch in honor of a Mrs. E.J. Kennedy, and the John Muir Branch received a new refrigerator. Congratulations and happy retirement Roy! **LG**

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514 SHATTO PLACE
LOS ANGELES, CA. 90020

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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.

The *Communicator* editors reserve the right to edit for form, space, and content. Viewpoints expressed are not necessarily those of the editorial staff or the Librarians' Guild Executive Board. Unsigned articles, if any, are written by the editorial staff. Submissions for the *Communicator* may be sent to librariansguild@hotmail.com.

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All Guild members are encouraged to attend our **monthly Membership Meetings** (specific dates and locations vary). Dinner served at 6:30 pm with meetings commencing at 7:30 pm. All members are always invited to attend our **monthly Executive Board meetings** (held 1st Wednesday of each month at Council 36). Dinner served at 6:30pm with meetings commencing at 7:15 pm. *Check the calendar at librariansguildLA.org*

Editor-in-Chief for Volume 43 Number 1: Joyce Cooper, Central Library Subject Departments

Associate and Contributing Editor:
Henry Gambill, Kaufman-Brentwood Branch

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