

The following are Frequently Asked Questions regarding the negotiations between Queens Library Guild Local 1321 and Queens Library Administration

FAQs

- Who sits at the negotiating table?
 - Administration: Andy Wedmore, Darlene Askew-Robinson, Angelica Huynh, Maureen O'Connor, Dale McNeil, Tom Fortin
 - Union: John Hyslop, President Local 1321; David Paskin, Negotiator, DC 37; Margaret Gibson, Executive Vice President, Local 1321; Eddie Gates, Associate Director Professional Division, DC 37 (replacing the Local's regular representative Stephanie Miller, who is on vacation.)
- Why is the Administration laying off people now?
 - Administration told the Union's negotiating team that the Library has what is called a "recurring structural budget" gap of \$2.4 million this year. Basically, that means that the city has not given it enough money to fund its services. It is recurring because unless the city gives the Library more money next fiscal year, it will have another gap. Administration told the Union that they have made all the cuts they are willing to make and now they need to layoff Union staff. These layoffs will occur now unless Union members concede to their proposals.
- Who offered the permanent 0 A.L. carryover and 5 day furloughs proposals to save jobs?
 - The Administration
- Are these concessions permanent?
 - The Union's demand is that they must be temporary. Administration's demand for 0 A.L. carryover is permanent.
- If we negotiate these concessions, are furloughs for union members only?
 - The Union's demand is that all Queens Library employees should take furloughs. The Administration proposed that furloughs are for union members only.
- What cost savings ideas did the Union propose?
 - The Union's negotiating team proposed the following:
 - Re-offer the \$10,000 cash retirement incentive to all Union members immediately.
 - Offer the NYS retirement incentive
 - Eliminate Sunday Service temporarily
 - Close Central's cafeteria
 - Eliminate the staff party
 - Start charging for bags, printing, reserves and other library services.
 - Eliminate shift differential temporarily
 - Increase the current one week pay lag another week
 - Give up Bonus Day and/or float another holiday temporarily
- Where did the Union get its proposals?
 - These ideas came from Union members.
- What was Administration's response to the Union's proposals?

- They rejected the Union's proposals, except for the cash retirement incentive.
 - Administration is thinking about again offering the \$10,000 cash retirement incentive but only to the titles they did before, excluding maintainers, children's librarians, catalogers, etc. The Union's negotiating team was told they need these people and cannot afford to lose them.
 - Administration said no to the NYS retirement incentive because it costs too much and the City is not going to fund it.
 - Administration said that Sunday Service at Central has to remain because the State mandates Central be open a certain number of hours to receive Central Library Development Aid funds.
 - Administration said the cafeteria's costs are minimal.
 - Administration said the staff party must be given because they must honor its employees and it costs very little.
 - Administration said charging for library services do not save enough money.
 - Administration said eliminating shift differential does not save enough money.
 - Administration said that doing another week's pay lag does not save them money.
 - Administration said the Bonus Day and float another holiday saves no money.
- What else did Administration offer?
 - Administration offered ideas about changing or eliminating Union members' Terminal Leave. The Local 1321 cannot negotiate Terminal Leave because that is a term negotiated by DC 37 and the City during economic contract negotiations.
- Can the Administration operate 5 day service with 46 less people?
 - Administration told the Union's negotiating team they can. Administration claims they have more staff than they currently need for 5 day service.
- Has the Union agreed to any concessions this year?
 - No