



# Local 1321 News

Queens Library Guild Local 1321 DC 37, AFSCME, AFL-CIO • March 2004 Vol. 2, Issue 1 

## Queens Library Guild Local 1321

**Queens Library Guild**  
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**Queens Office:**  
94-11 217th Street  
Queens Village, NY 11428  
(718) 264-0787

Website: <http://www.local1321.org>

*President*  
**John Socha**

*Executive  
Vice President*  
**John Hyslop**

*Vice President  
(Librarians)*  
**Steve Nobel**

*Vice President  
(Clerical)*  
**Jean Douglas**

*Vice President  
(Blue Collar)*  
**Deborah Wynn**

*Secretary*  
**Jane Smith**

*Blue Collar  
Representative*  
**Danny Messina**

*Clerical Representative*  
**Roma Ramdhan**

*Librarian Representative*  
**Ann-Marie Josephs**

*DC 37 Delegates*  
**Gaye Fruscione  
Jane Jacobs  
Linda Stacer  
Dorrett Hextall**

*Trustees*  
**Charlotte Clark  
Roz Lesser  
Annie Ford**

*Publications Committee Chair*  
**Jane Jacobs**

## Citywide Contracts

We all know that our contract expired, but did we all know that both our contracts expired? Did all of us know that we have two contracts?

The following should shed some light onto this issue. However, if you have more questions do not hesitate to contact your local representative.

Members of Local 1321 are covered under two contracts: one that covers economic issues, aptly named the Economic Contract, and one that covers local issues called the Local Working Conditions Contract. The Economic Contract, negotiated by DC 37 and the city, covers issues relating to our compensation including salaries, benefits, annuities, job security, and more. The specific details are agreed to in the Library Tripartite negotiations. Here the city, the libraries and the three library locals craft an economic settlement within the lines of the overall citywide agreement.

This contract expired June 30, 2002, and since then DC 37 has been trying to negotiate a new one with the city. Our

demands were given to the city in January 2003. Little progress has been made because the city continues to demand that we pay for our raises by being "more productive" through giving back our time and money. The city has stated they want us to increase our 35 hour work week, eliminate certain health benefits, make us pay more for health care, reduce our retirement benefits, and more. We all know this is unacceptable, especially when one considers how productive the library and other city agencies have been the last ten years even without an increase in staff.

Recently, the City of New York and the Municipal Labor Committee came to an agreement, which protected the DC 37 Health & Security benefits and should open the way for negotiations on our salary contract.

For more information regarding this contract read DC 37's Public Employee Press and visit its website: <http://www.dc37.net>.

## Local Working Conditions Contract

The other contract, the Local Working Conditions Contract, is between the library and Local 1321. A number of DC 37 locals including the other library systems have their Local Contract with their agency. The Local Contract covers issues that are specific to each agency. It addresses issues such as who is or is not in the bargaining unit, the library's election to be in the New York City Career and Salary Plan, the floating holidays, transfers, bereavement leave, the grievance procedure, layoff procedures and more (go to <http://www.local1321.org> to view the contract). This contract expired on September 30, 1999, and has been extended by the parties. With many demands on each side, the local and library began negotiating a new contract in the winter of 1999. After a number of negotiating sessions, the last one ending acrimoniously in the spring of 2001, and a hiatus of two-and-a-half years, the two parties have agreed to restart the negotiations. The local brings to the table demands that are of importance to

our members, have promise of being included in the new contract, and will improve our lives. We hope to start the bargaining sessions at the end of this month to improve our contract.

With our hard work and dedication, we deserve a better more progressive contract that boosts our morale and improves our working conditions.

## Inside this Issue

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- Workers Compensation
- Recurring Increment Payments

## Pocket Planners

The Pocket Planners were mailed out to all members and retirees of Local 1321. If you have not gotten your planner please call President, John Socha, at the local office, (718) 264-0787.

## Dues Increase

AFSCME International has imposed a dues increase on all of its affiliated locals. This increase will amount to twenty-eight cents (\$0.28) per paycheck. Pursuant to our local constitution this amount is automatically passed on to the membership. This increase was slated to begin with the first check of 2004.

## DC 37 Education Scholarships



Scholarships for the children or grandchildren of DC 37 members are available. Please call Dennise Washington or Larry Kelly at 212-341-4999.

## Summer Camp

DC 37 will be continuing its very successful Summer Camp. DC 37 will be publishing information on how to enroll in the very near future. Registration will take place during the month of April. Please check the Public Employee Press for information about the summer camp program and how to register.

## Recurring Increment Payments

On pages 3 and 4 are listings of the Recurring Increment Payments (RIPs) for Librarian and Clerical Staff.

**Information for other titles will be published in subsequent issues of this newsletter.**

These increases are part of our contract and have been won through the hard work of DC37, Local 1321 and union membership.

Please note that this schedule is being distributed for informational purposes only. Every effort has been made to insure its

accuracy. However, DC 37 and Local 1321 are not responsible for, nor will pay damages for, any inaccuracies, either in fact, or arising from varying interpretations of the information provided.

The application of RIPs to the salary of any individual must be reviewed through proper procedures. If you think that your salary is not correct, based upon this or other information, please first contact the Human Resources Department. If, after their review, you still feel that your salary is not correct, please contact the local office.

## Workers' Compensation

If you are injured on the job, you must follow the Library's procedures and fill out an accident report. You should keep a copy of this report. If the injury requires that you stay out of work, you should call a Workers' Compensation attorney. I will be inviting one of the firms to do a presentation in the near future. The following firms specialize in these cases:

### Fine, Olin & Anderman

222 Broadway  
New York, NY 10038  
Long Island Office :  
1205 Franklin Ave.  
Garden City, New York 11530

## AFSCME MasterCard



AFSCME MasterCard applications are available by calling the Local Office.

### McCarthy & Chechanover

104-70 Queens Boulevard, #400  
Forest Hills, NY 11375  
718-830-3200

### Pasternak, Popish, Reiff & Tuminaro

111 Livingston Street, 22<sup>nd</sup> floor  
Brooklyn, NY 11201  
718-830-3200

### Brecher, Fishman, Feir

222 Broadway  
New York, NY 10038  
212-267-0808  
Nassau County Office:  
1001 Franklin Ave.  
Garden City, NY 11530

## Membership Meetings

**Wednesday, March 24, 2004**

Forest Hills Jewish Center  
106-06 Queens Boulevard,  
Forest Hills, NY. at 7 p.m.  
**Special topic:** Election of  
delegates to the AFSCME  
convention in Anaheim, California

**Thursday, May 20, 2004**

Queens Village or Hollis branch  
(site to be determined by availability).  
**Topic:** Nominations for Local 1321  
Officers, Executive Board and Trustees.

**Thursday, June 17, 2004**

Forest Hills Jewish Center at 7 p.m

## Local 1321 Benevolence Policy 2002

**ILLNESS:** Members only — A check for \$50.00 if member is out sick for 10 days or more.

**DEATH:** Members only — A check for \$50.00 to be issued to member's beneficiary.

**MARRIAGE:** Members only — A check for \$50.00.

**NEW BABY:** Members only — A check for \$50.00.

**BEREAVEMENT:** Of spouse, parent, and child (including in-laws, foster children and step children), sibling, grandparent, grandchild, domestic partner and family member who is part of member's household — A check for \$50.00.

**CONTACTS:** Jean Douglas (718) 526-5835 — John Hyslop (718) 657-1057

Local 1321 Office, 94-11 217 Street • Queens Village, NY, 11428

## Recurring Increment Payment Librarian Titles, Effective July 1, 2002

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### Service In Title

Covered Titles	Years of Service	Increment	Total (Cumulative) RIP
Librarian	After 2 years	\$673	\$673
	After 7 years	\$673	<b>\$1,346</b>
Senior Librarian	After 2 years	\$1,009	\$1,009
	After 5 years	\$1,012	\$2,021
	After 7 years	\$1,009	<b>\$3,030</b>
Supervising Librarian	After 2 years	\$1,212	\$1,212
	After 5 years	\$1,213	\$2,425
	After 7 years	\$1,210	<b>\$3,635</b>
Principal Librarian	After 2 years	\$1,347	\$1,347
	After 5 years	\$1,347	\$2,694
	After 7 years	\$1,347	<b>\$4,041</b>

### Service In Occupational Group

Librarian Senior Librarian Supervising Librarian Principal Librarian	After 5 years	\$1,401	\$1,401
	After 7 years	\$749	\$2,150
	After 10 years	\$781	<b>\$2,931</b>
	After 15 years	\$778	<b>\$3,709</b>
	After 20 years	\$1,226	<b>\$4,935</b>

## Recurring Increment Payment Clerical Titles, Effective July 1, 2002

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<b>Service In Title</b>			
Covered Titles	Years of Service	Increment	Total (Cumulative) RIP
Office Associate I, II, III Office Aide III	After 6 years	\$541	\$541
Technical Support Aide Ib, II, III	After 9 years	\$541	<b>\$1,082</b>
Secretary Levels IIa, IIb, IIIa, IIIb, IV Associate Word Processor	After 12 years	\$541	<b>\$1,560</b>
Word Processor Level III	After 15 years	\$270	<b>\$1,820</b>
Stenographer/Secretary Levels IIa, IIb, IIIa, IIIb, IVa Shop Clerk	After 18 years	\$619	<b>\$2,415</b>
<b>Automatic Maturation</b>			
Office Aide I > Office II	After 1 year		
Office Aide II > Office III	After 4 years		
<b>Service In Occupational Group</b>			
Covered Titles	Years of Service	Increment	Total (Cumulative) RIP
Office Associate I, II, III Office Aide III	After 9 years	\$541	\$1,082
Technical Support Aide Ib, IIb, IIIb, IV	After 12 years	\$541	\$1,560
Associate Word Processor Word Processor Level III	After 15 years	\$270	\$1,820
Stenographer/Secretary Levels IIa, IIb, IIIa, IIIb, IVa Shop Clerk	After 18 years	\$619	\$2,415