

*Queens Library Guild*  
**Local 1321**

Queens Office:  
Local 1321  
Woodside Community Library  
54-22 Skillman Avenue  
Woodside, New York 11377  
(718) 779-0787

DC 37 Office:  
Local 1321  
125 Barclay Street  
New York, NY 10007-2179  
(212) 815-1188

E-mail: local1321@gmail.com

*President*  
John Hyslop

*Executive Vice President*  
Margaret Gibson

*Vice President Clerical*  
Roma Ramdhan

*Vice President Blue Collar*  
Danny Messina

*Vice President Librarians*  
Kacper Jarecki

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(Non-Librarian)*  
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Deborah Wynn

*Blue Collar Representative*  
Michael Nooney

*Clerical Representative*  
Barbara Halloway

*Librarian Representative*  
Michael Wong

*DC 37 Delegates*  
Cathy Cox, Dorrett Hextall,  
Chinyu Lin, Deborah Wynn

*Trustees*  
Sharon Diamond-Velox, Kerline Piedra  
Linda Bannerman-Martin

*President's Message—*

## Everyone's Participation Makes the Union Strong



**John Hyslop**  
*President*

**A** QUESTION I get asked a lot by everyone is, "What is the Union doing for us?" However, the question everyone should ask themselves is, "What am I doing for my Union?" Local 1321, similar to every union, is comprised of members and elected officials. The elected officials represent, advocate, file grievances, and provide benefits and information. Sometimes we do a good job, sometimes we don't and sometimes we cannot satisfy everyone. However, as members of this union, every member needs to understand that everybody's participation is what makes us strong. Without members, this local is nothing.

Local 1321's incredible activism to save our jobs in 2011 proves this point. Members created the Local's Budget Action Committee. The Committee encouraged members to have rallies and events, provided them with information, and coordinated library resources and library advocacy groups to make them successful. In turn, Local 1321 members held rallies throughout Queens, engaged our politicians by writing and calling them, engaged our press, and attended rallies throughout the city. Through our activism, we ensured that New York City's libraries got the funding they needed. Through our efforts, our budget was saved and our jobs were saved!

The common thread in all of this activism is US. Without Local 1321 members volunteering time to fight for libraries and jobs, we would not have been as successful. We stepped up and fought to save our jobs and NYC's libraries.

In 2012, we continue to face challenges – a new economic contract, a new local working conditions contract, more budget battles and more attacks on Unions. Our co-workers, Union and library will need us again.

When you ask yourself, "What is the Union doing for us?" be empowered and say, "We are fighting to protect our jobs, our benefits, our salaries and our Union rights!"

In solidarity,  
**John Hyslop**  
*President*



## Stopping an Attack on Custodial Promotion

**F**OR as long as anyone can remember, custodians at Richmond Hill have always had the title Library Custodian. So when the custodian went out on Family Medical Leave (FMLA), everyone assumed that he would come back to his old job.

On September 1, 2011, the library issued a job announcement for Assistant Library Custodian – Richmond Hill. Immediately, Local 1321 representatives began calling to find out why the Administration downgraded the custodial promotion from a Library Custodian to an Assistant Library Custodian. The Union's leadership called HR to find out what happened. We were told that when the Richmond Hill custodian returned, he would be retained as a Library Custodian but put somewhere else in the system. The administration also said they did not know why the position was Library Custodian, and the Supervising Library Custodian stationed at Richmond Hill will spend time at the branch being responsible for it with assistance from the new Assistant Library Custodian.

The Union's leadership and DC 37's Research and

Negotiations Department provided the administration with the Municipal Coalition Economic Agreement, 1982-1984 (incorporated in the Equity Panel Decision on Employee

Compensation, Sept. 13, 1983, incorporated in our Contract Article IV Wages & Schedules Section 1 and Article XV Citywide Issues Section 1). The 1983 Equity Panel Decision states that Library Custodians are responsible for branches with a combined square footage of over 40,000 square feet. As it happens, Richmond Hill has 48,800 square feet of grounds and building.

On behalf of the Union, the Union's leadership immediately filed a third step group grievance based on

the library violating the Equity Panel Decision and the contract. Not only did they violate a rule that they agreed to, but they took away a promotional opportunity for a custodian.

The Union's leadership did not back down, and after much discussion and arguing with the administration, they agreed to bring the Richmond Hill custodian back to Richmond Hill. Our efforts preserved our jobs.



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## March for Economic Fairness Dec. 1, 2011

**O**N DECEMBER 1, 2011, five Local 1321 members met at West 31st Street just east of Broadway at 3 p.m. We were joined by hundreds of DC 37 members and thousands of others from NYC Unions — Teamsters, UFT, UAW, Firefighters, Police, PSC-CUNY, SEIU 32BJ, UFCW, UNITE-HERE and supporters in a march for economic fairness. By 4:10 p.m., thousands of marchers poured out of Broadway's side streets. The turnout was spectacular. Even though this was one event, the Unions will continue to fight anti-worker forces and protect the rights and benefits of all workers.



## Negotiations for Citywide Contract

**A**S YOU KNOW, DC 37 began bargaining a new economic contract. At the first bargaining session, the city and DC 37 agreed to negotiate the Citywide Contract. The Citywide Contract (<http://dc37.net/dc37contracts/citywide.html>) contains provisions that explain work rules (e.g., sick leave policy, annual leave policy, overtime, etc.). This contract expired in 2001.

For Local 1321, we incorporate a number of Citywide Contract provisions in our contract. These provisions are included in the second part of our contract (the first part being work rules that are specific to Queens Library).

Local 1321 members need to be involved with this process. Therefore, we are soliciting Citywide Contract demands.



The following are some examples of demands:

- Taxes on domestic partners' benefits be spread throughout the year
- Increase the meal allowance when working overtime
- Increase the mileage allowance
- Increase the number of sick days we can take to take care of family members
- Eliminate the suppressed sick leave and annual leave accruals for people hired after 2005

If you have ever come across a work rule that you did not like that is part of the Citywide section or you want us to bargain a new work rule please, email Local 1321 President John Hyslop at [local1321@gmail.com](mailto:local1321@gmail.com).

## News on the City Budget

**N**EWS from the Mayor's Office of Management and Budget (OMB) is not so good. Originally there was a projected to be a \$4.6 billion budget deficit for FY2013. However, expected income and the city's November Budget Modification, which includes a Program to Eliminate the Gap (PEG), lowers the current deficit to about \$2 billion—not as bad.

To achieve this reduction, the Mayor's PEG states that city agencies must cut \$470 million in FY2012 and \$1.02 billion in FY2013. OMB stated that Queens Library's PEGs will be \$1.666 million for FY2012 and \$3.588 million for 2013. Mr. Galante said that he would cut the FY2012 materials budget to pay for this year's PEG. He has not publicly shared what he will cut to pay for the FY2013 PEG.

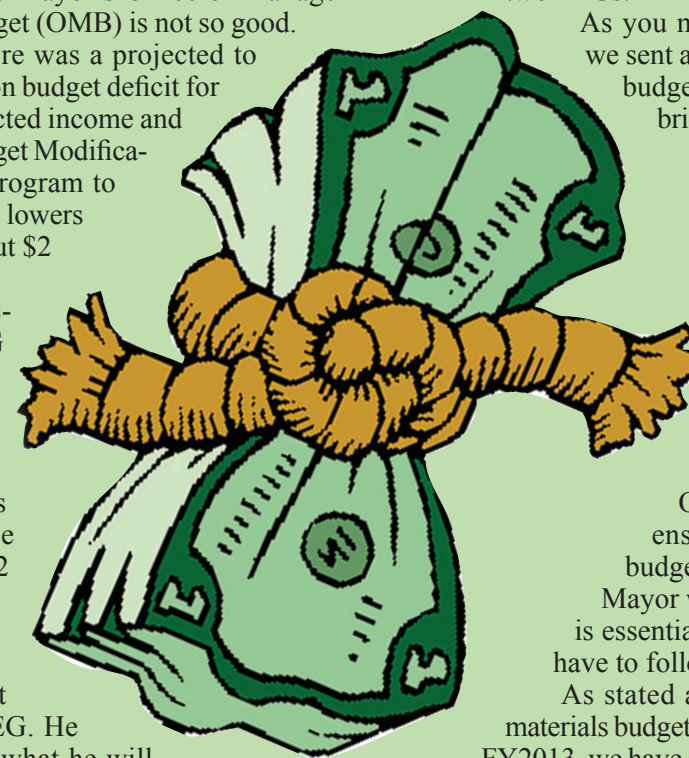
In the first week of February, the Mayor will issue his preliminary budget for FY2013. Hopefully, the libraries will be spared some of the pain because of the

two PEGs.

As you may recall from last winter, we sent a letter that explained NYC's budget process. Let us revisit that briefly. Every January, the Mayor issues his budget. In the ensuing months, the City Council holds hearings; activists fight for budget restorations; and the City Council and Mayor hammer out a budget at the end of June. Last year we fought for our budget restorations.

During the fiscal year, OMB analyzes revenue to ensure the city is meeting the budget. If it projects a deficit, the Mayor will issue PEG(s). This PEG is essentially mandatory and agencies have to follow the directive.

As stated above, Mr. Galante cut our materials budget to pay for this year's PEG. In FY2013, we have another mandatory PEG, and he will be forced to cut the library's budget again. Through whatever budget Local 1321 faces, all of us will remain united in our fight against whoever tries to take away our jobs and benefits.





# Queen's Library Guild Working Conditions Contract

THE ADMINISTRATION and Union negotiating teams made significant strides in completing the update of the Local's Working Conditions Contract. As stated in previous newsletters, for the two past years the two parties have been working to incorporate all the agreements we have had since the last contract ended in 1999. This will provide Local 1321 members with a new revised contract. We will be meeting in January and February 2012 to finalize the updates.

One key point to this contract is an end date. When the process began the two parties agreed to December 31, 2010 as an end date. Obviously that date has passed. Therefore, we agreed to an end date of December 31, 2012. We

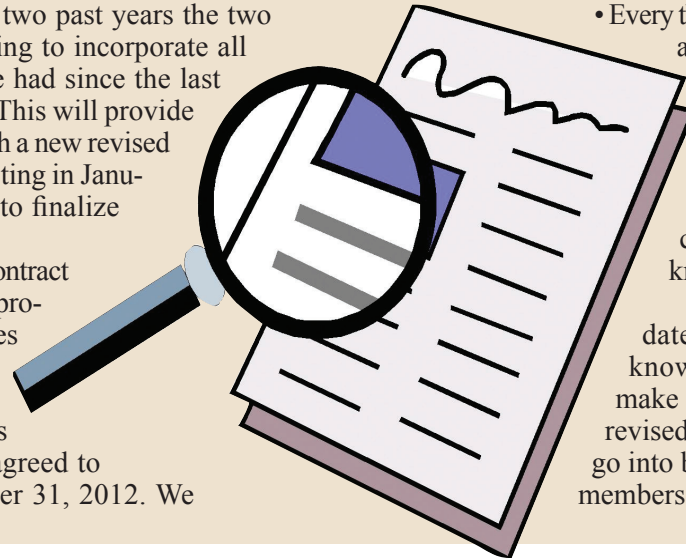
chose this date for the following reasons:

- It is a date in the future.
- Every spring and early summer, our resources are spent fighting for library budgets.
- Every three years in the spring, we have an election for new officers.

After all of this, we will have enough time to bargain for a new contract.

One reason why everyone needs to have an updated contract is because we need to know what to ask for.

Without all the changes, updates and additions no one will know what demands we need to make for a new contract. With this revised and updated contract, we can go into bargaining as educated Union members.



## COMING EVENTS

February is Black History Month. At right is a calendar of events at DC 37.

The DC 37 Women's and Caribbean Heritage Committees will co-sponsor a seminar on March 19 at 6 p.m. to celebrate Women's History Month. "The importance of women's activism in the political landscape — our survival depends on it," will be the discussion

topic. For more information call 212-815-1391.

The Irish Heritage Committee will hold its annual celebration March 9 from 5:30-9:30 p.m., sell Irish soda bread and glasses March 16 and march in the St. Patrick's Day parade March 17. For more information, call Co-chair Bernadette O'Leary Enzmann at 212-815-1741.



## The District Council 37 Black History Committee

Invite all members and their families to join in celebrating

### February 2012 Black History Month

"The 1<sup>st</sup> African American President's 1<sup>st</sup> three years in History"

Monday	Tuesday	Wednesday	Thursday	Friday
	<b>1</b> Ribbon Cutting Ceremony Black History Committee & Local 1113 Gallery Rooms 1-2	<b>2</b>	<b>3</b> Local 371 Rooms 1-8	
<p>“If there is anyone out there who still doubts that America is a place where all things are possible; who still wonders if the dream of our founders is alive in our time; who still questions the power of our democracy, tonight is your answer,” he said in his acceptance speech. “It’s been a long time coming, but tonight, because of what we did on this day, in this election, at this defining moment, change has come to America.”</p>				
<b>13</b> Local 1407 Rooms: 1-3	<b>14</b>	<b>15</b> Local 154 Rooms: 2-4	<b>16</b> Local 1930 Rooms: 1-2	<b>17</b>
<b>20</b>	<b>21</b> Local 957 Rooms: 1-4	<b>22</b> Local 768 Rooms: 1-3	<b>23</b> Local 372 Rooms: 1-8	<b>24</b> Local 420 Rooms: 1-8
		<b>29</b> Finale Night Black History Committee & Local 1549 Rooms: 1-6		 <b>PROGRESS</b>

## Local 1321 Members Getting Politically Active—

# One of the Best Marches I Have Ever Been In

By KACPER JARECKI

ON NOVEMBER 7, 2011, I marched with Occupy Wall Street. It was one of the best marches I have ever been in! The march started at 10:30 a.m. in Washington Heights at 181st Street in Manhattan and finished all the way down at Wall Street at around 5:00 p.m. The weather was so beautiful, you should have been there.

When I first got to Washington Heights in the morning, I was nervous because I didn't know anyone. There was a big crowd holding signs, lots of reporters with video cameras, and many police officers with helmets. But I was wearing my DC 37 hat, and soon I met another DC 37 worker! His name was Billy and he works at the Welfare Department. He was telling

me that so many people come see him for food stamps and financial aid. He also said that more and more people with master's degrees need assistance because there are no jobs out there.

Washington Heights is a Dominican and Hispanic neighborhood. What was unique about this march was that it was bilingual, with chants in both English and Spanish. Protesters chanted: "We are the 99%," "What do we want? Jobs! When do we want them? Now," and "Banks got bailed out, we got sold out." What was cool about the march was that the people we passed on the street all smiled to us and waved to us like celebrities! The police officers were helpful and they stopped traffic for us. One person, an out-of-work electrician, was telling me that he was hesitant to

join the march because he didn't want to get arrested. I told him that the march is really peaceful, and indeed, no one from the march got arrested that day.

Right now, the richest 1% of the population in America own almost 25% of the nation's wealth. That's bad news. When the rich have all that money, it's only natural that other people have little or no money. Remember: our Declaration of Independence asserts our right of revolution. George Washington fought for our right to protest! Our country was founded on protest! Let's make George Washington happy by taking him back into our wallets (I'm talking about money here) and away from the rich who definitely don't need him as much as we do! We are the 99%, and together, we can do anything!!!

## Library Workers' Unions Endorse Council Member Jimmy Van Bramer's Bill to Expand Children's Library Access

QUASI-PUBLIC EMPLOYEES, Local 374; New York Public Library Guild, Local 1930; Brooklyn Public Library Guild, Local 1482; and Queens Library Guild, Local 1321, all part of DC 37, AFSCME, AFL-CIO, endorse the bill (Intro 711) to expand children's access to public libraries.

The bill, introduced by Council Member Jimmy Van Bramer, would require city agencies that have extensive interaction with young people at risk to make library card applications available.

New York City's public library workers provide free access to children's programs, after-school programs, books and digital material, computers, and more to millions of New York City children. Our work provides a safe, clean and stable environment for children to interact, learn and grow. This bill will encourage more children to use the excellent services provided by New York City's public library workers.

New York City's government is obligated to help all of its citizens, and any effort to help children learn in a safe and clean environment advances that obligation. For the future of our children, we endorse this bill.

