



QUEENS LIBRARY GUILD

LOCAL 1321 NEWS

DISTRICT COUNCIL 37, AFSCME, AFL-CIO,
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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
Thomas Wynn

Vice President Librarians
Kacper Jarecki

Vice President Professional & Technical
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President's Message:

Proud of Our Work Despite Low Morale

THIS PAST budget advocacy season gave me an opportunity to speak with staff throughout the system from Steinway to Rosedale and many libraries in between and most everyone I spoke to said their morale is at an all-time low. In spite of this, the vast majority have a strong sense of pride in their community library, bolstered by good co-workers, appreciative customers and pride in their work.

Frankly, I do not know what the administration is doing to support the unionized public service staff. They have not hired any unionized public service staff since 2008. Meanwhile, they advertised 49 non-unionized positions with salaries totaling over \$2.4 million. They instituted an unforgiving 11-7 shift with the justification that it is good for customers and staff, but has caused the staff undue hardship. They had the Library Trustees vote to contract out custodial work. They use larger community libraries as staff holding-pens to cover smaller community libraries around the system. They are destroying Central's research collections. They ignore and dismiss serious security issues in a number of branches, leaving the staff to fend for themselves. Staff is presumed guilty if we accidentally take material out of the library. Staff complaints to the ad-



From left, Pres. John Hyslop, Exec. V.P. Margaret Gibson and Yvonne Reddick of Community Board 12.

ministration are dismissed as whining. Staff morale is extremely low and that outcome rests solely on the shoulders of Queens Library's administration.

That said, the staff's feelings towards their community library, coworkers and customers are good. We go out of our way to ensure our branches are clean. We shorten our lunch hour when we need to cover the reference desk when the branch is short-staffed. We cover the circulation desk for the whole day because the branch has only one clerical staff member. We provide children's programs all day. We discover creative

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Custodial Jobs Outsourced

At the April 2013 Queens Library Board of Trustees meeting, the trustees voted to contract with Busy Bee and Cleantech cleaners to clean branches.

This spring, during an informal labor-management meeting, Human Resources informed the Union that the administration would redeploy Assistant Library Custodians and Custodial Assistants, move five custodians out of Central and contract out Central's third custodial shift on May 29, 2013. Their rationale is as follows:

- Contractors are cheaper because the library does not have to pay benefits.
- Contractors are already used in the system. The administration has always told the Union that they are in privately owned buildings where the building's owner provides cleaning.
- The library does not have enough custodians to keep Central clean.
- They will not offer overtime because it is too expensive and too much of a hardship for the custodians to work two shifts.
- They are not laying anyone off and replacing them with contractors.
- They cannot afford to hire custodians at this time because they do not have the funds. Furthermore, if they hired Union positions and our budget gets slashed July 1, they would have to lay the custodians off.

The Union offered the following suggestions, and HR rejected all of them:

- Hire more custodians.
- Talk with the custodians about other options including offering overtime.
- Do not move the custodians out of Central.

We emphasized that we are opposed to the use of contractors for any Union positions and said that we would take appropriate action to stop the administration.

We immediately emailed all Council members from the City Council's Queens Delegation and members of the Committee on Cultural Affairs, Libraries and International Intergroup Relations, informing them that the library was undermining decent-paying Union jobs, while they attempt to hire non-union positions with starting salaries of over \$68,000. Representatives from the blue collar title met with Council members Leroy Comrie and Jimmy Van Bramer. Both said they would contact the library administration. We spoke with Council member Vincent Gentile, and he mentioned he would speak with the administration. At the May 21, 2013, General Membership Meeting, the Local discussed putting the inflatable rat in front of the Central Library to protest the issue.

On May 22, the administration informed the Local that they would not be contracting out now, but will wait for the budget to come out and revisit the issue.

What we did not realize was that this was already a done deal, and that the Board of Trustees voted on

contracting out Union jobs. On July 8, HR informed the Union that the administration will proceed with the contracting out of custodial work. The Union informed HR that we will take every legal action to try and prevent this from happening.

As of this writing we contacted a number of City Council members, organized a protest and are investigating legal options.

Every year, Queens Library Guild, Local 1321 members are the vanguard of library budget advocacy, fighting against the mayor's proposed budget cuts. Every year, Queens Library Guild, Local 1321 members continue providing award-winning, creative, innovative services to everyone. Every year, the Queens Library administration harms its staff through layoffs, drastic staff redeployment and now contracting out. Queens Library Guild members are angry that the library's administration would bring a proposal to the Board of Trustees to outsource our jobs, undermining their employees' hard work. This latest attack on their employees is insulting, dispiriting and demoralizing.

Our Union is united, because an attack such as this can happen to all Queens Library workers. Together, we will continue to fight to protect our jobs.

Baseline Funding

As you may have read, Queens Library Guild, Local 1321 members once again held budget advocacy events throughout the borough. These events demonstrate our commitment to saving our libraries. However, they also demonstrate a broken budget process where library budgets are used to score political points and Local 1321 members and library supporters, forced to participate, are stuck in the middle. To change the rules of the game, your Union is supporting proposed legislation that would stabilize funding to end this broken budget process.

Every year, in January and May, this mayor has proposed a budget that meets his political purpose and leaves a pot of money for the City Council to fight over. The City Council is forced to figure out how to fund various city services, including libraries. Meanwhile, Queens Library Guild, Local 1321 members and library advocates join City Council members at rallies throughout the city to convince the City Council of the value of libraries. The City Council then adds some funding to the mayor's proposed cut and the libraries are saved.

Queens Library Guild, Local 1321 members are angry at, discouraged with and cynical about our politicians, because we have been placed in the middle of a budget

process that has turned into a political game.

The library Unions, DC 37 and Council member Jimmy Van Bramer joined forces to create baseline funding legislation, Intro. 1050-2013, to have very real change that will have a direct and positive impact on all library Union members. This funding would guarantee a revenue stream that would allow libraries to plan for a future, to provide the services our customers expect, and to hire much needed staff. A letter was sent out last month, now on our website www.local1321.org, explaining this legislation. If you need more information, please call 718-779-0787.

Now, we need **you** to make this legislation a reality. Each one of us must participate in the democratic process and convince our representatives to co-sponsor and pass Intro. 1050-2013. As of this writing, 29 City Council members have co-sponsored the legislation, <http://legistar.council.nyc.gov/LegislationDetail.aspx?ID=1430059&GUID=EEE40388-9DC1-489F-B8FB-1A440A7B0970&Options=Advanced&Search>. We need to convince more Council members, including Council Speaker Christine Quinn, to pass this bill. Soon, we will be sending out information about how you and our customers can participate.

Learning and Freedom

By Kacper Jarecki

UNIONS are so special! Many people fought and died for the right to Unionize. Unions brought about many important changes in the workplace. Some of us today would not even still be in the workplace if it wasn't for Local 1321 advocating for you!

Do you enjoy your lunch break? Say thank you to Unions by grabbing a snack for your stomach and some food for your brain by heading over to: <http://www.afscme.org/members/education-and->

[trainings/online-learning](http://www.afscme.org/members/education-and-)

There you will be able to take some amazing classes online – courtesy of AFSCME, most of them in less than 10 minutes! First quickly register – it's free, but you will need your AFSCME membership number found on your AFSCME membership card. I carry my AFSCME card everywhere I go, even when I go camping on my motorcycle in the middle of nowhere with no electricity! Did you lose your card? Then call 1-855-AFSCME1 to get a new card!

Once you register, you're ready to take these amazing classes:

- Activate Your Union Membership
- Analyzing Public Budgets: Knowing the Numbers
- A Part of History: Women in Unions
- Safe Jobs Now
- Respect in the Workplace
- Getting Started with Parliamentary Procedure: Robert's Rules of Order
- Guide to Health Care Reform

What's cool is that you'll gain some rudimentary knowledge that will help you! In John 8:32, it states: "The truth will set you free." And Bob Marley reminds us that, "None but ourselves can free our minds." What's really fun is after you complete this class,

you will be able to print a Certification of Completion that you can hang up in your office or home! You can become the most popular Union person on the block, or maybe in the world!!!

Budget Advocacy for Fiscal Year 2014: *Another Fight*



On June 6, 2013, the Library Bear joined the Laurelton Community Library customers and staff and City Council member Donovan Richards in a rally to fight library budget cuts.

FOR the fourth year in a row, the mayor's proposed budget would have devastated library services and jeopardized the work of all Local 1321 members. For the fourth year in a row, Queens Library Guild Members took up the cause of fighting for our budget, and holding rallies and events to force everyone to care about their library. We held 15 rallies throughout the system and one in Manhattan giving our customers an opportunity to voice their concern for library funding.

On May 7, Council members Jimmy Van Bramer and Peter Koo, Borough President Helen Marshall and Flushing Community Library customers and staff stood on the steps of the Flushing Community Library to rally for library funding.

On May 15, Peninsula, Arverne and Seaside Community Libraries staff hosted the "Wild About Rockaways" rally for their customers and elected officials. Assembly member Phillip Goldfeder's staff, Council member Donovan Richards and the Library Bear and Porpoise came to show their support for their libraries.

On May 20, Steinway Community Library "shut down" their library to demonstrate the impact the mayor's proposed cut will have on library services. Council member Peter Vallone, Jr. visited the branch to experience the impact of the cut.

On May 21, North Forest Park and Forest Hills Community Libraries held rallies and petition/postcard signing events for their communities.

On May 22, Council members Vincent Gentile and Jimmy Van Bramer hosted a kids rally on the steps of City Hall.

On May 23, Woodhaven Community Library staff held the Woodhaven Carnival for their customers. Representatives from the offices of Assembly member Mike Miller and NYS Senator Joseph Addabbo attended. Everyone enjoyed games, balloons, face painting and speeches about saving our libraries.

On May 28, Council member Leroy Comrie joined Local 1321 members and library customers at the Central Library and Local 1321's event, "Tell the World Why You Love Your Library in 30 Seconds or Less." Also, Corona Community Library's children held a "Read-In" supporting their library against budget cuts.

On May 29, students from PS 111 entertained Council member Jimmy Van Bramer and Long Island City Community Library customers and staff. We then rallied to save our libraries and prevent budget cuts. Pomonok Community Library "shut down" their library to demonstrate the impact the mayor's proposed cut will have on library services.

On May 30, Baisley Park Community Library staff and customers joined Council member Ruben Wills in a rally to save our libraries.

On May 31, Hollis Community Library staff and customers joined Council member Mark Weprin in a rally to save our libraries.

On June 4, Jackson Heights Community Library staff and customers joined Council member Danny Dromm in a rally for Library budgets and then Council member Dromm read a book to children.

On June 6, the Library Bear made another appearance joining the Laurelton Community Library customers and staff and Council member Richards in a rally to fight library budget cuts.

On June 20, Rosedale Community Library customers and staff and Council member Richards wrapped up this year's budget advocacy season with a resounding rally against library budget cuts.

At each of these events, Community Library staff did a tremendous job making sure that everything went smoothly. These brief summaries do not do justice to all the work, planning and worrying that Queens Library Guild, Local 1321 members did to ensure our events were a success.

These summaries do not do justice to the impact our events had on our elected officials. Thank you, for fighting for us!

Understand Your Contract: Maternity/Paternity Leave

DID you know, way back when, DC 37 negotiated 48 months of leave for mothers and fathers, including domestic partners, for the birth or adoption of your first child and 36 months for subsequent children. This is an incredibly generous benefit, and we should take advantage of it.

However, members should be aware of a few things.

1. Section b states you must use all your annual leave and comp. time first while on leave.
2. Section c states that if you do not choose to use the total amount of time off given to you, 48 months for the first child and 36 months for subsequent children, you have two extensions, a MINIMUM of six months each. Therefore, you should plan accordingly. As soon as you know that you need to take more time off, let the library know.
3. When you return, you may not return to the location you had before you went on leave. However, you must be given a position in the system that is your classification.

Contract's Citywide Section Article V: Time and Leave Section 20:

a. A child care leave of absence without pay shall be granted to any employee (male or female) who becomes the parent of a child up to four years of age (or whose domestic partner registered pur-



suant to Executive Order No. 48, dated January 7, 1993, becomes the parent of a child up to four years of age), either by birth or by adoption, for a period of up to forty-eight (48) months. The use of this maximum allowance will be limited to one instance only. All other child care leaves of an employee shall be limited

to thirty-six (36) month maximum.

b. Prior to the commencement of child care leave, an employee shall be continued in pay status for a period of time equal to all the employee's unused accrued annual leave and compensatory time (including FLSA compensatory time).

c. Employees, who initially elect to take less than the forty-eight (48) month maximum period of leave or the thirty-six (36) months, may elect to extend such leave by up to two (2) extensions each extension to be a minimum of six (6) months. However, in no case may the initial leave period plus the one or two extensions total more than forty-eight (48) or thirty-six (36) months.

d. This provision shall not diminish the right of the Agency Head or Personnel Director, as set forth in Rule 5.1 of the Leave Regulations, to grant a further leave of absence without pay for childcare purposes.

This is a great benefit that helps families enjoy the birth or adoption of their child and eases the transition back to work. Use it to your advantage.



Unions and Equality

FOR a brief period in the history of the United States, workers enjoyed a vibrant Union movement that gave a large portion of working people an opportunity to earn a decent wage, receive a pension and have health care. For the past few decades, Unions in the United States have been in decline. This decline corresponds to wage stagnation, decline of the middle class, growth of the working poor, a decrease in benefits and the concentration of wealth in 1% of the population. On the other hand, when a workplace is Unionized it has a very positive impact, particularly with equality and pay.

This is definitely true for library workers. Recently, the AFL-CIO's Department for Professional Employees published their 2013 Fact Sheet "Library Workers: Facts & Figures" in which they analyze the library workforce's makeup and diversity, pay and pay equity and the impact Unions have, <http://dpeaflcio.org/wp-content/uploads/Library-Workers-Facts-Figures-20131.pdf>. Below are some of their findings and information from Local 1321.

- Nationally in 2012, libraries employed 181,000 librarians, 45,000 library technicians and 153,000 other education, training and library workers. Library technicians are equivalent to Queens Library's Customer Service Representatives, Customer Service Specialists and Customer Service Supervisors.
- Nationally in 2012, over 86% of the librarians were women.
- Nationally in 2012, the median annual income for librarians was \$55,370 and library technicians \$30,660.
- Nationally in 2011, female librarians reported median weekly salary of \$813 compared to \$1,052 male librarians.

- Nationally in 2011, female library technicians earned 59 cents on the dollar compared to their male counterparts.

Public library jobs:

- Nearly 12% do not offer a pension.
- Nearly 40% do not offer vision insurance.
- More than 16% do not offer dental insurance.
- Nearly 34% do not offer disability insurance.
- Nearly 17% do not offer prescription coverage.
- Union advantage:
 - In 2011, Union librarians earned an average of 64% more than non-Union librarians.
 - In 2010, Union library technicians earned an average of 32.3% more than non-Union librarian technicians.
 - Every Local 1321 member earns the same amount regardless of sex, race or age.
 - Comparing QBPL salaries to the national average is challenging since the numbers do not directly match. However, we will make the attempt.
 - NYC's median annual salary for all entry-level librarians' titles (Senior, Supervising and Principal) is \$53,181 and after all longevities \$63,202.
 - NYC's median annual salary for library technicians (clerical titles) entry level is \$35,297 and after all the longevities \$39,365; custodial titles entry level is \$33,830 and after all the longevities \$35,086

Nationally, our profession suffers from a gross disparity between salaries of males and females. This is even more disturbing given that 85% of the library workforce is women. NYC's Unionized library workers have organized to ensure that all workers, regardless of age, race or sex, have equal salaries and benefits.

Local 1321 Members in the News

If you see something in the news media, please let us know at local1321@gmail.com so it can be included in the next newsletter.

Budget Advocacy

The rallying season got underway with rallies in various locations including Flushing. Timothy Espada, Customer Service Supervisor Flushing Community Library, spoke about the effects of the budget struggles and the possibility of base line funding.

Queens Tribune, "Officials Rally for Library Funding" May 9, 2013

http://www.queenstribune.com/2013Weekly/Tribune%20Web%20050913/News_050913_OfficialsRallyForLibraryFunding.html

At the Central Library's rally, Margaret Gibson, Local 1321's Executive VP, states that libraries are important for everyone in the community. Selina Sharmin, a New Americans Program librarian, says that the library helped her become successful in her career as a librarian and programs that help customers.

Queens Chronicle, "Rally Held for Queens Library's city funding" June 6, 2013

http://www.qchron.com/editions/queenswide/rally-held-for-queens-library-s-city-funding/article_9f1d027b-8a53-5f6b-923a-2e8b202bad36.html

Other News Stories

Paul Qui, ACLM Flushing Community Library, accepts donation of a collection of China Guardian Auctions Co. catalogs.

China Daily, "NY Library Catalogs Gift from Chinese Auctioneer" March 1, 2013

http://usa.chinadaily.com.cn/epaper/2013-03/01/content_16266920.htm

Tienya Smith, CLM Long Island City Community Library, awarded an African-American Heritage Award.

Queens Gazette, "Van Bramer Holds African-American Heritage Awards" March 6, 2013

http://www.qgazette.com/news/2013-03-06/Front-Page/Van_Bramer_Holds_AfricanAmerican_Heritage_Awards.html

Carol Scheper, Joseph Partee, Bill Schulz, Broad Channel Community Library staff, discuss the re-opening of the Broad Channel Community Library after Superstorm Sandy.

The Wave "The Broad Channel Library is Back" March 15, 2013

http://www.rockawave.com/news/2013-03-15/Community/The_Broad_Channel_Library_Is_Back.html

Jiang Xie, CLM Fresh Meadows Community Library,

spoke about the Read Down Your Fees program and working with the kids to allow them to borrow books again.

New York Times, "For Young Readers, a Chance to Work off Library Debt" March 28, 2013

<http://cityroom.blogs.nytimes.com/2013/03/28/for-young-readers-a-chance-to-work-off-library-debt/>

Christian Zabriskie, ACLM Ridgewood Community Library, featured in Italian library journal. *Libreriamo* "Zabriskie di Urban Libraries Unite, 'La crisi è uno stimolo per rilanciare le biblioteche'" March 2013 <http://www.libreriamo.it/a/3590/zabriskie-di-urban-libraries-unite-la-crisi-e-uno-stimolo-per-rilanciare-le-biblioteche.aspx#.UVbe-eT17bY.twitter>

Vijay Ramanathan, ACLM Hollis Community Library, talks about his program creating poetry from newspaper articles.

Times Ledger, "Library Program Uses Newspapers to Create Lyrical Versions of Poetry" April 19, 2013

http://www.timesledger.com/stories/2013/16/poetry_2013_04_19_q.html

Christian Zabriskie, ACLM Ridgewood Community Library, (along with Queens Library Employee Lauren Comito) is interviewed on the Brian Lehrer Show. They discuss Urban Librarians Unite activities and baseline funding campaign.

Brian Lehrer Show, "Librarians in the Streets" June 4, 2013

<http://www.wnyc.org/shows/bl/2013/jun/04/librarians-streets/>

Vilma Daza, CLM Corona Community Library, is honored by Corona Community Action Network for her work at the library.

Queens Latino, "Corona CAN Honra Lideres Comunitarios" June 29, 2013

<http://www.queenslatino.com/corona-can-honra-lideres-comunitarios/>

Christian Zabriskie, ACML Ridgewood Community Library, is featured in a Public Libraries Online article about Urban Librarians Unite's Volunteer Librarian Brigade.

Public Libraries Online, "Librarians Everywhere: the Volunteer Library Brigade" July 8, 2013

<http://publiclibrariesonline.org/2013/07/librarians-everywhere-the-volunteer-library-brigade/>

President's Message continues from pg 1...

ways to provide adult literacy classes when our buildings have been destroyed or are being renovated. We do this not just because it's a job we need, but because we care about our community, coworkers, work and customers.

During the last term of Local 1321's Executive Board, our local experienced layoffs, attacks against our benefits, constant budget cuts, contracting out, wholesale movement of staff and disruption to our work. Throughout, we continued developing working relations with our elected officials. We

continued to solidify our relationship with DC 37. We developed more open communication between members and representatives. We organized against proposed budget cuts. We faced these attacks and are stronger for it. In the next term, your Executive Board will remain as vigilant as ever, and with your help we will safeguard our jobs and benefits.

In solidarity,
John Hyslop
President

Local 1321's New Executive Board

On Thursday June 27, 2013, Queens Library Guild/Local 1321 Members completed the election of their Executive Board to serve the 2013-2016 term. The following are the new members of the Executive Board.

President - John Hyslop (unopposed)

Executive Vice-President - Margaret Gibson, Assistant Community Library Manager, East Elmhurst Community Library (unopposed)

Vice President, Clerical - Roma Ramdhan, Office Associate II, Catalog Division (unopposed)

Vice President, Librarian - Kacper Jarecki, Community Library Manager, Seaside Community Library (unopposed)

Vice President, Blue Collar - Thomas Wynn, Assistant Library Custodian, Central Library (contested)

Vice President, Non-Librarian Professionals and Technical - Kyle Douglas, Computer Technician, Central Library (contested)

Clerical Representative - Barbara Hallowsay, Customer Service Representative, Queens Village Community Library (unopposed)

Librarian Representative - Elizabeth "Pat" Eshun, Community Library Manager, Rosedale Community Library (unopposed)

Blue Collar Representative - Michael "Mike" Nooney, Maintainer, Maintenance, (unopposed)

Secretary - Ann-Marie Josephs, Community Library Manager, Glendale Community Library (unopposed)

Treasurer - Chinyu Lin, Catalog Librarian, Catalog Division (unopposed)

Delegates - Precious Edwards, Customer Service Supervisor, Auburndale Community Library; Dorrett Hextall, Customer Service Supervisor, Central Library Circulation; Nazima Mohammed, Customer Service Supervisor, Forest Hills Community Library; Deborah Wynn, Junior Library Custodian, Kew Gardens Hills Community Library (contested)

Trustees - Linda Bannerman-Martin, Assistant Community Library Manager, Langston Hughes Community Library; Sharon Diamond-Velox, Reference Librarian, Lefrak City Community Library; Kerline Piedra, Reference Librarian, Forest Hills Community Library (unopposed)

The Executive Board is proud to have your vote and will represent you to the best of our abilities. Thank you.



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