

Bookshelf



LOCAL 1321
DISTRICT COUNCIL 37
AFSCME, AFL-CIO

FEBRUARY/MARCH 2024



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JOHN HYSLOP PRESIDENT'S MESSAGE

In 2023, anti-union forces continued their centuries-long fight to exploit workers and keep them from having a say on their workplace, workplace safety, benefits, and a living wage.

We see this with right-wing, anti-labor groups that continue to file court cases on the hopes of the Supreme Court overturning decades of union precedent. We see this with private employers, such as Starbucks and Amazon, that never negotiate fairly and endeavor to undermine members' beliefs in a union. We see that with Tesla and other corporations that outright deny their workers' rights to form a union. We see this with railroad company executives hijacking their abysmal safety record and convincing the federal government that they have control of their safety.

They organize a message that the "market" dictates all the benefits and wages that employees enjoy. These groups are coordinated in their efforts to undermine and destroy unions so workers can have no say, be paid little, have no benefits, no rights, and no protections.

In recent years, workers are relearning the lies that employers have been bombarding us with — the "market" will never benefit workers unless we are organized and work together for workers' rights, benefits, and pay.

Last year, this realization manifested in a number of significant solidarity actions unheard of in decades. Walkouts by SAG/AFTRA, Writers Guild, UAW, and other lesser-known strikes were successful in protecting workers' rights and labor, and expanding their pay and benefits.

Unions in Europe are pushing back on Tesla's anti-union, anti-worker mentality. Members of Starbucks Workers United maintain an organizing power that is forcing Starbucks and its board to sit down at the table to negotiate a first contract. The Teamsters' threat of a strike at UPS sealed a deal for a five-year contract for pay raises, among others. For us, DC 37's contract-organizing campaign won a contract that is the second best contract we have had in our 80-year history.

And even more directly, your Queens Library Guild, Local 1321, had a number of successes.

- Negotiated a working conditions contract with no givebacks and some significant changes to our working conditions.
- Won an arbitration and resolved another to the benefit of our harmed members.
- Worked with our Library Administration partners and advocacy groups to stop the mayor from cutting our budgets.
- Filed or maintained a number of group grievances to fight the Administration's unfair and incorrect application of the contract and policy and procedures.
- Recorded the highest number of applicants for our scholarship.
- Helped members navigate and obtain DC 37 benefits.
- Advocated for members to make the Administration more compassionate and thoughtful when the City is affected by major environmental crises.

**The "market" will
never benefit workers
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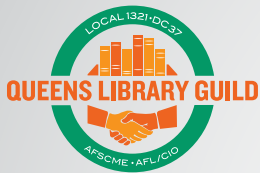


As we continue moving into 2024, our union needs to maintain and expand its organizing because we have a few very important issues that we need to improve.

- The State Legislature must amend Tier 6. It is a pension tier that creates a hardship for Tier 6 members' pay and retirement benefit. It needs to be improved.
- Local 1321 will continue its efforts to get the Administration to make library safety and security holistic and systemic so library workers feel protected.
- Continue our helpful scholarship to give members' children an opportunity for higher education.
- Challenge the mayor to restore library funding so we can relieve the short-staffing crisis.
- Combat hate and book-banning that is happening across our country and potentially in New York City.
- DC 37 will continue to improve its welfare fund benefits.

A union is the only organization that protects workers in the workplace. We know the benefits of a union. We see it every day. Unfortunately, the percentage of workers in the United States that are in a union is only 10.1%, which is down from a high of 34% in the early 1970s. The vast majority of workers have never experienced the benefits of a union workplace, and many employers want to keep it that way. Almost every employer will never concede workplace rules, pay, and benefits to its employees. We see that across sectors — IT, the food service sector, and manufacturing. That is not the fault of the worker, but it's the result of a very organized employer effort to keep a union out of the workplace.

Queens Library Guild, Local 1321, will continue to fight for our rights and benefits. We will continue to fight with integrity, honesty, and strength. We will work with our fellow workers to support their efforts to unionize, negotiate better contracts, and improve benefits and work lives.



www.local1321.org



This is a private Facebook group for members only and requires sending a request to be admitted

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Union Requests

Updated Security Measures



for Increased Protection

On Jan. 2, the Administration sent the Union an update related to security measures they are taking after the Union brought attention to the Library's security issues in our Nov. 27, 2023, labor-management meeting.

As you may recall from prior emails, Local 1321 requested a labor-management meeting to address the security issues and seek solutions for a holistic and systemic security process for Queens Public Library. Everyone's safety should not be reactive, but proactive; not ad hoc, but consistent and systemic.

The Administration reported on the following progress:

- The Security Department staff is:
 - Going to start training staff on how to effectively complete and file incident reports.
 - Testing panic buttons throughout the system.
 - Fulfilling the Union's request for incident reports from 2020 to present.
- The Administration is providing appropriate and relevant security training for the Security Department staff.
- The Administration identified locations where they need to install or upgrade security cameras, but are concerned about the Library's capital budget. The Union understands that concern and will advocate with DC 37 to restore the Library's capital budget.

- The Administration is exploring how to disseminate information about banned customers. The Union continues to push for a "joint panel" to evaluate bans because we believe it would instill trust in, and transparency, to what is involved in the banning process. However, the Union is open to alternative proposals as long as they help the Library.

These are good initial steps. Local 1321 looks forward to more progress in making safety and security a more holistic and systemic system-wide focus. This includes the items the Union brought up during the labor-management meeting.

- The systemwide training on the Customer Code of Conduct Reporting process, Workplace Violence Policy, and other related policies. If the Chief Librarian, staff, and CLS, Flushing, and Central Directors receive this training, they would be equipped to train their staffs.
- A user-friendly incident-reporting database that can compile and produce reports.
- Integration of safety and security into the design of physical structures.
- A banning process that is more transparent and informative.

Safety and security are vital to the public service staff, and we greatly appreciate these initial steps. If the Administration has more ideas on how to make staff feel safe, then it should be done. Collaboration between the Union and Administration will produce the best safety and security results our Library needs.



NY State Pension Tier 4 vs. Tier 6 Comparison

In early February 2024, Local 1321 members had the opportunity to fill out a survey from SSEU Local 371 on the website mightyunion.org about how to fix the Tier 6 plan of the New York state pension system. While we await publication of the results, it's a good time to find out what the differences are between Tier 6, which went into effect on April 1, 2012, and its predecessor Tier 4. (There is no Tier 5 plan.)

One of the more salient points about Tier 6 is the difference in payment contributions for retirement. Under the Tier 4 plan, member contributions into the pension system were capped at 3% and ended after 10 years, according to fixtier6.org. In revisions under Tier 6, the percentage of contribution was variable, from 3% to 6% of members' salary until the end of their career at the Library, and the contributions will increase along with the increase in salary. For example, if a member's salary started at \$45,000 or less, the contribution was 3%. But if their salary increased to more than \$100,000, that contribution jumped to 6%.

Another important point was the age of retirement. Under Tier 4, members could retire at 55 years old with 30 years of service. But under Tier 6, members must work to 63, or up to 40 years of service, or face heavy penalties. In other words, a Tier 6 member who retired at 55 with 30 years of service would receive just 26.4% of their Final Average Salary (FAS). That member is only entitled to full pension benefits at 63, or else face heavy penalties. In contrast, a Tier 4 member who retired at 55 with 30 years of service would get 60% of their FAS and can collect pension without any penalty.

And among other important matters, while Tier 4 members' FAS is based on their final three years of service, Tier 6 members' are based on the last, five consecutive years.

Seeking the same level of benefits for all members under a Tier 4 plan would be crucial for those planning retirement, especially Tier 6 members being able to retire at 55 with 30 years of service rather than being penalized before retiring at 63.

New York State's unions are working to fix Tier 6. Keep your eyes open for our lobbying efforts to make your pension better.

	Tier 4 (Predecessor)	Tier 6 (Made Effective April 1, 2012)
Member Contributions	Capped at 3% + Ends after 10 years	Variable Cap from 3%-6% + Ends after 10 years
Retirement Age/ Length of Service	55 Years Old + 30 Years of Service	63 Years Old or face heavy penalties
Final Average Salary	Based on Final Three Years of Service	Based on Last Five Consecutive Years





NYC Public Libraries' Fight Against Book Banning

The four locals representing NYC library workers presented the following testimony at the City Council's Committee on Cultural Affairs, Libraries and International Intergroup Relations Oversight hearing on book banning Feb. 26, 2024. The three Library presidents/CEOs testified vehemently opposing book banning, as did the majority of others who testified. Two people testified supporting book banning. Their testimonies followed along the same lines we've been hearing around the country. The City Council was very supportive of us and our efforts to provide all the material and programs we provide. Fortunately, we've got a lot of powerful support but we should be vigilant.

Feb. 26, 2024 Joint Testimony of President George Sarah Olken: Brooklyn Public Library Guild, Local 1482; **President Deborah Allman,** New York Public Library Guild, Local 1930; **President Leonard Paul,** New York Public Library Quasi-Public Employees, Local 374; and **President John Hyslop,** Queens Public Library Guild, Local 1321

"I am George Sarah Olken, president of Local 1482 representing workers at Brooklyn Public Library. Chairperson Rivera and fellow committee members, thank you for giving me the opportunity to testify at this hearing on behalf of my fellow library local presidents at New York and Queens Public Libraries and on behalf of the nearly 3,000 library workers we represent.

Banning Books flies in the face of what library workers do every day. We strengthen democracy by providing free, equal access to information about all kinds of people and ideas. The endeavor to cut off that flow of information discriminates and disenfranchises.

The stakes could not be higher. This latest wave of censorship includes books about the health and well-being of children and teens, grief and death, about race and racism. One of the most challenged books in our libraries is *GENDER QUEER* by Maia Kobabe, an informative and wholesome graphic memoir about the artist's experience of gender from adolescence to adulthood. We have seen the tragic effects of anti-queer and anti-trans rhetoric and legislation.

Last week we learned of the death of a nonbinary teenager after persistent bullying in Oklahoma following that state's bathroom ban.

Every day library union members are fighting back. We have extended our collections, especially to the young people most in need. Brooklyn Public Library has been honored for the *BOOKS UNBANNED* program that gives digital access to students all over the country, including in Oklahoma, where a teacher lost her job for sharing our QR code. That teacher is now an advocate for teens across the United States as an employee at Brooklyn Public Library.

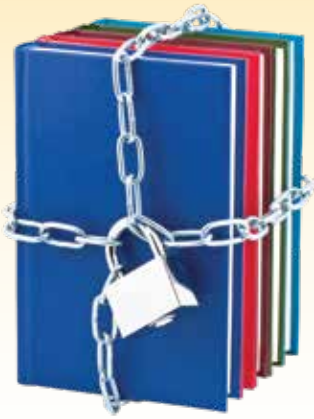
Library workers ensure our libraries have the variety of programs our public needs and wants, including last year's celebration of

Fifty Years of Hip Hop. That vital art form which New York City gave to the world challenges anti-Black stereotypes and champions empowerment especially for people of color. Make no mistake, cynical campaigns to ban books that address racism and inequality and Black excellence are attempts to roll back the hard-earned rights of African Americans and other people of color.

Library workers ensure our libraries are accessible to everyone across physical and virtual spaces. Our clerical staff provide welcoming services to everyone walking through our doors. Our collection development and programming staff ensure our collections and programs reflect our city's diversity. Our custodians and maintainers provide clean, comfortable, and safe spaces. Our tech staff provide technology and classes for patrons of all ages to find trustworthy information online. Our public safety teams make sure library programs are not interrupted by cynical protesters who would have us believe that someone dressed as a mermaid reading a story to kids about Coney Island's world-famous mermaid parade is anything other than a popular family event.

This might feel like a problem that is elsewhere, but library funding cuts in New York City threaten our ability to fight these bans and support folks on the front line. Cuts threaten our ability to hire the next generation of new voices, who will teach all of us to dream bigger. Cuts limit the digital access we extend to vulnerable teens. Cuts to hours and collections may spare jobs, but we are still limited and understaffed. We need more resources, not just fewer cuts, because budget cuts are a form of banning, too. Defunding libraries cut off the information just as surely as banning books.

If we are serious in this fight for democracy, liberation, and human flourishing, we need more libraries that pay fair wages for library workers. New York City is a beacon. What we say is cool — what we read — changes the world. The powers that be are afraid that young people reading books will ask tough questions and demand answers. Our libraries ensure those questions get asked and that we get the answers we deserve."



Advocating for Access to Information

Moms for Liberty, the extremist “parental rights” group, has founded its first New York City chapter in our very own borough of Queens. This far-right group’s values are wholly antagonistic to the values of our library. Where QPL values the freedom-to-access information, Moms for Liberty has sought to ban books in school libraries. While QPL values diversity and inclusion, Moms for Liberty has attacked LGBTQ rights and pressured school districts to teach revisionist history, in which minority groups get written out of the story of our country. Across the United States, the group has attacked the teachings of the civil rights movement as “critical race theory,” even going so far as to offer bounties for people who catch teachers speaking about race in the classroom.

While the group is still small in Queens, history shows that it is important to take these threats seriously even when they still have not yet taken root. If given the chance to grow without opposition, this group could turn into a menace to our public institutions, putting pressure on the city’s schools and libraries to abandon their values of openness, honesty, and inclusion.

The group’s name claims that they are promoting “liberty.” But is what they advocate for really liberty? Freedom is a cause claimed

by almost all social movements, so it’s important to always ask “freedom for whom?” and “the freedom to do what?”

Is a small group of people bullying school boards to stop teaching factual and inclusive history freedom for black and brown students? Is preventing librarians from carrying books about diversity and inclusion freedom for librarians or library patrons? It’s important that we claim the word “freedom” for ourselves and show how we advocate for a type of liberty that is democratic and inclusive.

Our union can play an important role in responding to the threat represented by this group. As library employees, we need to be on the lookout for attempts by Moms for Liberty to change the philosophy and practices of our library. We need to build coalitions with community groups and other institutions and unions that may be targeted by this group (the other library systems, Department of Education, and their unions come to mind).

We can’t let Moms for Liberty’s idea of liberty win out. As union members and employees of the library, we all have a role in the struggle for a different and more inclusive idea of liberty.

Improper Practice Charge

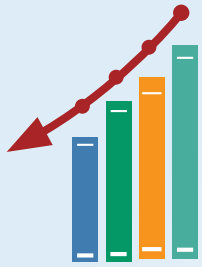
On Jan. 29, 2024, DC 37’s Office of the General Counsel filed an improper practice charge on behalf of Local 1321’s membership against the Administration for them unilaterally rescinding the rule that when we have a system-wide closure everyone gets excused time.

As a reminder, in a 2018 email, the Administration, in response to a system-wide closure, stated, “We have determined that for that day and for future system-wide closings, it would be appropriate not to charge any absences to those employees who were scheduled to use annual, sick or any other authorized leave.”

In that email, they set the very commonsense and fair policy for system-wide closures. In 2023 during our contract negotiations, the Administration informed the negotiating committee that they will be rescinding this policy.

In our improper practice charge, the union contends that this benefit must be negotiated with the union. We will keep the membership abreast of our actions taken through email notifications.





The Mayor's Proposed Budget

During the past many months, Mayor Eric Adams has been using the Office of Management and Budget's (OMB) July 2023 budget estimates to impose draconian and harmful budget cuts on our city. Unfortunately for all of us, the OMB did not reassess its estimates even though revenue was better than predicted and emergency expenses were not as high as forecasted. In December 2023, the Independent Budget Office (IBO) and the State and City Comptrollers' published reports showing that actual revenue and expenses in July 2023 were better than estimated.

Fortunately for us, the mayor recognized that his proposed cuts were not necessary and stopped them. Unfortunately, however, the November cut is still with us and is affecting the number of frontline staff the Library can hire and maintain Sunday service for certain library branches. In the upcoming budget negotiations session, we have to make our push for more money for our libraries.

The budget negotiations session, as outlined in the City Charter, starts now. At the start of every calendar year in January, the New York City Mayor issues his preliminary budget. In subsequent months, the City Council holds hearings on the budget's impact on city-funded services. In either April or May, the mayor will issue his budget for the coming year. In May and June, the City Council holds more hearings on the budget's impact on city-funded services. In June, the City Council and mayor work together to negotiate the budget and come to an agreement by June 30, the end of the fiscal year. Then, to determine funding for the next fiscal year (from July 1 to June 30), the OMB analyzes revenue to ensure the City is on target

to meet the budget. If it projects a deficit, the mayor will issue a Program to Eliminate the Gap (PEG). This PEG is mandatory and agencies have to follow the directive.

A budget is subjective and political. The mayor and City Council craft the budget that funds their priorities. The mayor wants one thing and the City Council another, or they both align. The City Council's budget process allows for the public to influence this subjectivity. Library staff and supporters have an opportunity to voice their opinion and advocate for funding.

Your union will work with anyone who supports funding libraries because we have to restore the mayor's November 2023 PEG and have the City Council add funding in fiscal year 2025. Otherwise, we will not be able to provide Sunday service and we will continue to be chronically understaffed. In the coming months, DC 37 and Local 1321 will advocate for us with the City Council and mayor's office to ensure they know how important we are. The members of Local 1321 will work with the Library Administration on advocacy throughout Queens. We have done this before and we will do it again.

Libraries are a fundamental resource for our city. You know how vital we are to our neighbors, friends, children, teens, and adults. This community resource only happens because of the staff. If we do not have the staff, then we do not have the library.

Fortunately, we have strong library advocates in the City Council. We will keep the membership informed as the budget process continues. If need be, we will call on our members to advocate for our budget and keep our libraries funded.





Benefit Enhancements

Starting Jan. 1, 2024

Tuition Reimbursement Increase

Tuition reimbursement increased to \$1,500 per calendar year from the previous \$915.

- Active, dues-paying members are eligible to receive this reimbursement for both online and in-person courses.
- Members can be reimbursed for any number of courses as long as the tuition does not exceed \$1,500 during any calendar year.
- Any classes that award college credits are eligible for reimbursement, even if the course is not directly related to a member's job title. If the course is a certificate/training/workshop course, then the course must be job-related to qualify.
- Courses must be taken at an accredited school, university, or with an accredited organization and must be U.S.-based.

Starting Feb. 1, 2024

Short-Term Disability Benefit Increase

The short-term disability benefit will be increased from \$200 to \$300 per week for all eligible members for a maximum of 26 weeks.

Starting March 1, 2024

Optical Benefit Increase

The optical benefit maximum will be increased to \$250 every two years allowing participants to use the current optical reimbursement process or voucher system.

The standard optical benefit is available to the member and his/her eligible dependents once every two years, measured exactly two years from the last day of service. The benefit consists of an eye examination, lenses and frames. More information can be found at dc37.net/benefits/health/optical.

Have any questions about these enhancements or any of your DC 37 Health & Security Plan benefits?

Call DC37's Inquiry Unit at
212.815.1234

The POWER of Your Union!

Last year, two Local 1321 members were terminated within a six-month period for unrelated reasons. They immediately conferred with their union representatives and we filed Step III grievances on their behalf. The Administration and union agreed to waive the Step III hearing and go immediately to arbitration because the Administration was adamant that their action was correct.

While awaiting for the arbitration hearing, the two members quickly found new jobs because they are excellent employees. In the case of one, Local 1321's President used his relationship with another DC 37 president to help him find another job.

Even though they both had new work, they wanted to continue with their arbitration because they viewed their dismissals as unjustified and wanted to preserve their work reputations. On Oct. 24, 2023, the arbitrator held a hearing for one member and ruled that the Administration used excessive discipline in terminating the member and should reinstate him with a suspension. Unfortunately for the Library and branch, the former member decided to continue with his new job and not return to QPL. The Library is obligated to make him whole.

The other member, meanwhile, is so much happier at his new position that he agreed to settle his arbitration claim for a clean resignation and to be made whole in any other way.

The Administration lost two excellent employees. Their extremely harsh and uncompassionate decision to terminate these two workers has had an outsized impact on the morale of the staff and our productivity. They were very much liked and appreciated by their colleagues and when they learned that they were fired, everyone was upset and angry.

These unjust terminations prove the value of a union. We are never alone. In the case of these two members, we were consistently in contact to ensure their well-being and to keep them abreast of what was happening. We served them with compassion, creativity, and strength. Your union representatives will always support you to our fullest extent.



Standing in Solidarity at DAILY NEWS



On Jan. 25, the *New York Daily News* Union invited DC 37 to stand in solidarity during its one-day strike against *New York Daily News'* owner, Alden Global Capital, for prolonging their two-year contract negotiations and trying to take away overtime.

Secretary of DC 37, John Hyslop, said, "On behalf of the nearly 150,000 DC 37 members who represent workers around the city from the DOT, DEP, Metropolitan Museum of Art, Headstart, Queens Public Library, and so many more employers, Executive Director Henry Garrido, and DC 37 President Shaun D. Francois I, we stand in solidarity with the *New York Daily News' Union*. Unions are vital to every workplace because we create stability, security, equality, and fairness for the workers.

"The *New York Daily News* and its coverage of our city, country, and world is vital to informing, engaging, and protecting us. When the

Daily News workers decided to form a union, they recognized the importance of having a voice in their workplace. They understand that if their work lives are better, they can be the best, truest documentarians of the neighborhoods, city, state, nation, and world they care so deeply about.

"For the sake of its employees and citizens of the city, country, and world, Alden Global Capital sit down with the *New York Daily News* Union and negotiate fairly so the *Daily News* can continue to be the best damn newspaper in the world," Hyslop said.

The *New York Daily News Union* is under attack against a private equity company that does not care about paying their workers a living wage. DC 37 stands in solidarity with the *New York Daily News Union*.



Dues Updates

In a letter dated Oct. 31, 2022, AFSCME's Secretary-Treasurer Elissa McBride informed AFSCME's District Councils and Locals that effective Jan. 1, 2024, membership dues would increase by \$2 per month.

Since we are paid bi-weekly, the total per paycheck will be \$1. At Local 1321's December 2023 Executive Board meeting, the Executive Board voted to delay the increase for the members to the first paycheck in March 2024. Members can contact Local 1321 President John Hyslop for a copy of the AFSCME dues increase letter.

AFSCME's constitution Article IX Subordinate Bodies found at tinyurl.com/afscmeconstitution, explains how dues increases are calculated.

Section 6 of Article IX determines if an increase should go into effect. "The dues of each local union shall be adjusted annually in accordance with the average percentage increase in pay of AFSCME members." If AFSCME's members did not get an increase in the 12-month period ending July 1, then dues will not be increased in the coming calendar year. If AFSCME members did get an increase in that 12-month period, then dues will be increased.

Section 7 of the same article explains how the increase is computed.

"Each subordinate body shall submit a copy of any collective bargaining agreements, memoranda of understanding or other agreements affecting the wages of its members to the International Secretary-Treasurer within thirty days after their ratification...From the above document and reports, the International Secretary-Treasurer shall determine, by September 30 of each year, the average percentage increase in pay received by AFSCME's members...Upon completion of this calculation, the International Secretary-Treasurer shall cause it to be audited by an independent certified public accountant not otherwise connected with AFSCME...Such audit shall certify the accuracy of the International Secretary-Treasurer's calculation...Upon receipt of such certification, the International Secretary-Treasurer shall notify the International Executive Board and each subordinate body of the resulting adjustment in dues and per capita tax required to be implemented..."

The audited calculation of all AFSCME members' pay increases over a 12-month period ending July 31, 2022, equates to \$2 per month and a \$1 per paycheck dues increase for Local 1321's members.

Throughout the decades, AFSCME, DC 37, and Local 1321 have collectively bargained for free health insurance, salary increases, an amazing array of benefits, pensions, and more. As

unionized library workers, sometimes we forget the struggles of previous generations — no health insurance, abysmal pay, very few benefits, and arbitrary library rules. More than 50 years ago when our fellow library workers formed Local 1321, they fought for and won health insurance, consistent library rules, DC 37 benefits, consistent pay, and more. Local 1321 stopped the library from contracting our security and custodial services; brought back 44 staff who were laid off; negotiated a working conditions contract that improved our previous one; and advocated that no staff get laid off during this pandemic crisis.

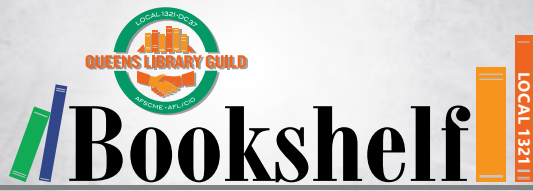
Workers from around the world have recognized our value and are taking action. Non-union workers from around the country are attempting to unionize at levels we have not seen in years. Union workers are taking job actions we have not seen in years. Unions are actively participating in the federal funding legislation so that it benefits all its citizens. Unions are fighting for city funding so that no city worker loses their job through budget cuts.

Our fight to maintain our hard-won gains are constant. Currently, right-wing groups are actively working to take away your ability to preserve and negotiate your medical insurance, pensions, salaries, and other benefits. Not that long ago, Wisconsin public sector workers' rights to organize and bargain collectively were stripped. They lost their health insurance, had their pay cut, and experienced wholesale layoffs. That, could be our future if we do not fund our union.

As a reminder, these are some of the ways our dues sustain our union:

- DC 37 representatives advocate for our members and file grievances on our behalf;
- DC 37 negotiators negotiate new contracts with the City and Library;
- DC 37 lawyers file and argue arbitrations and file lawsuits against the city and anti-union organizations;
- AFSCME lawyers fight anti-union lawsuits in all 50 states, including Washington and New York;
- The DC 37 Help our Own Fund and Personal Services Unit staff help us in times of financial and emotional need;
- AFSCME and DC 37 Political Action staff advocate on our behalf to ensure libraries are funded and other local issues affecting government workers;
- The Local's telephones so members can keep in contact with their representatives and;
- The Local's newsletter and other communication tools.





Queens Library Guild, LOCAL 1321

DC 37, AFSCME, AFL-CIO
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New York, NY 10007

Prsrst First Class Mail
US Postage
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Albany, NY
Permit #730

Aches? Pains? We're here to help.

HSS

HOSPITAL FOR SPECIAL SURGERY

If you or a family member are experiencing chronic back pain, sciatica, joint pain, or any other musculoskeletal condition, **Hospital for Special Surgery (HSS)** is here to help.

Musculoskeletal Care Close to Home & Work

DC 37 members and families now have access to HSS Perform, including a dedicated HSS team that will help you find **expert in-network, specialized care** so you can get back to doing what you love. HSS Perform will assist you in booking an appointment at one of our **multiple convenient locations** across New York, New Jersey, and Connecticut.

Connect with your dedicated **HSS Perform** team member or schedule an appointment

Call: **917.606.1105**
Email: **HSS4DC37@hss.edu**
More information: **HSS.edu/DC37**



Most clinical care services are billable to your insurance and standard out-of-pocket costs will apply. Please contact your carrier with questions about coverage.