

VOCAL 2910

The Voice of the Library of Congress Professional Guild

AFSCME 2910

www.guild2910.org

February 14, 2008

7-6493/1304

Employee privacy and confidentiality protected

Federal Service Impasses Panel Rules in Favor of the Guild

By Saul Schniderman, Nan Ernst & Kent Dunlap

The Library of Congress Professional Guild, AFSCME Local 2910 is pleased to announce that the Federal Service Impasses Panel (FSIP) has ruled in favor of the Guild in our dispute with the Library's Office of Workforce Management (OWM). As a result of the Panel's decision, Guild officers and stewards will not have to record or report the names of employees who talk with us. On January 15, 2008, after a contentious year of grievance arbitration, mediation and bargaining impasse, the FSIP – appointed by President Bush and vested with broad statutory power – issued its Decision and Order:

“After carefully considering the evidence and arguments presented by the parties, we conclude that the Union’s proposal should serve as the basis for settling the impasse, with the exception of the last sentence of Section 3.D.5., which shall be replaced with the following wording: ‘When officials use this category to report official time on Form 468, they will identify which of the specific sub-categories the official time was used for, regardless of the length of time used.’ In our view, the additional specificity concerning official time that Union officials will provide under the general labor-management relations category using this approach, in conjunction with the other portions of the Union’s proposal, are sufficient to meet the Employer’s official time reporting needs. In this regard, we are not persuaded that the direct involvement of the OIG [Office of Inspector General] in administering the parties’ CBA [Collective Bargaining Agreement] is compelled by the 2004 OIG report, or that the Employer has established a record that would warrant the adoption of its approach to official time reporting. Accordingly, we shall order the adoption of the Union’s proposal as modified.”

This is a victory for the Guild and a victory for every Library employee who values the right of privacy and confidentiality. We thank our colleagues, including many managers and supervisors who supported us, our attorney Barbara Kraft, and our parent organizations AFSCME Council 26 and AFSCME International who stood by us all the way. And we are so humbled by the support we received from librarians and labor activists across the country.

But most of all we thank our members, who stood by their union in its time of need. The wounds we have suffered may take some time to heal, but we look forward to a brighter day for the Guild and for the Library of Congress.

(To see the full text of the decision or to join the Guild see www.guild2910.org)

During the holiday season AFSCME Local 2477 and AFSCME Local 2910 donated twelve boxes of personal care items to Joseph's House (<http://www.josephshouse.org>), a home located in Adams-Morgan for homeless men and women with terminal illnesses. Both local unions organized this community service project and staff throughout the Library participated generously. Pictured are Kay Jamison , Jennifer Harbster of the Guild and Joanie Laporte. Ms. Jamison and Ms. Laporte work as volunteers for Joseph's House.

From the Guild grapevine... former Guild members are organizing a **retirees chapter** that plans to assist in voter registration drives, Library Workers Day (April 15) etc. call the Guild Office for more info (x6493/1304)...February is African-American History Month so check out the **Local 2477** bulletin board on 6th floor Madison...Find time to read Tom Mann's "**The Peloponnesian War and the Future of Reference, Cataloging and Scholarship in Research Libraries**" at www.guild2910.org ... many kudos to the **Registration Specialists** of the U.S. Copyright Office whose ingenuity and dedication has enabled the CO to issue over 3000 registrations per week despite many technical difficulties.