

The

"ALL THE NEWS
THAT FITS -- WE PRINT"

LOCAL

NEWS

A NEWS-SYMPOSIUM OF THE LIBRARY OF CONGRESS PROFESSIONAL GUILD, AFSCME LOCAL 2910

Volume 1

— WASHINGTON, AUGUST 1976 —

Number 1

UNION READIES CONTRACT

BY SHARON TSAI

Probably the most important task facing the Library of Congress Professional Guild, Local 2910, AFSCME, at this time and in the months to come is to negotiate an agreement with the Library. This contract will be the document by which the Guild, the Library, and all employees within the Guild's bargaining unit are bound, once it has been negotiated and has been ratified by Guild membership. On May 26, the Guild and the Library agreed to and signed ground rules which will govern the negotiation proceedings. The sequence of events and timetable for completing the contract work, as set out in the ground rules, is as follows:

- the Guild presents its contract proposal to the Library 90 days from the date of signing the ground rules, around August 26;
- The Library presents its counterproposal 45 days after that, around mid-October;

(Continued on p. 6) CONTRACT

REMINDER: Although every employee within the unit exclusively represented by Local 2910 will be bound by and benefit from the negotiated contract, only those who are members of the Local will be eligible to vote for ratification of that contract.

WHAT ABOUT A MEMBERSHIP DRIVE??

BY SUANNE THAMM

That "there is strength in numbers" is a primary axiom of the union movement. A large membership means influence in lobbying, strength in bargaining, and unity among the employees we represent. Sheer numbers can do more for our unit than any other single factor.

So then why, you ask, hasn't the Guild been running a membership drive? Why haven't we been desk-dropping literature and dues check-off forms? Why haven't you seen membership tables in the cafeteria and snack bars? Why aren't the bulletin boards flooded with AFSCME propaganda, bumper stickers, and other types of attention-getting paraphernalia? Unfortunately, the answer is too simple: the Library has refused to permit the Guild any time or space to conduct a membership drive, as part of its "neutral" stand vis-a-vis labor unions in the public sector. Apparently, although the Guild has gone to great efforts to assure all members of the bargaining unit that we are not in an adversary position with the Library, the Library has not felt called upon to treat the Guild as anything other than an adversary.

(Continued on p. 4) MEMBERSHIP



The Local News is an official publication of the Library of Congress Professional Guild. It is not a publication of the Library of Congress. Unless otherwise stated, the opinions expressed are those of the writers.

Interim Executive Board, Local 2910, AFSCME, Library of Congress Professional Guild

President	Judith Farley
Vice-President	Peter Fay
Secretary-Treasurer	Gerard Gawalt
Members-at-Large	Suanne Thamm Cynthia Johanson Laurie Smith Betty Auman

Delegates to Council 26
Terry Casraiss
Betty Auman

* * * * *

The Local News Editorial Board

Betty Auman
Terry Casraiss
Cynthia Johanson
Mary Slayton
Suanne Thamm
Sharon Tsai

Temporary Election Held

Four additional members of the Executive Board were elected in a special election of the Library of Congress Guild on July 14. Those elected are: Suanne Thamm, Cynthia Johanson, Laurie Smith, and Elizabeth Auman.

Also, two delegates were selected to represent the Guild at the Delegate Assembly of Council 26, AFSCME. Those elected are: Terry Casraiss and Elizabeth Auman.

These elections complete the selection of temporary officers who will serve until the ratification of the constitution.

Editorial Policy

All manuscripts submitted for consideration for publication in The Local News should be Union-oriented. This does not mean, however, that only serious, issue-oriented articles will be accepted; even cartoons are most welcome. Emphasizing a qualitative rather than a quantitative approach to the news, the paper may appear only irregularly, depending on the nature, and number, of contributions received. Receipt of material will be duly acknowledged; no manuscript will be returned without explanation or serious consideration. The editing of contributions will be kept to a minimum; emendations that go excessively beyond the correction of spelling and syntactical errors are subject to author-approval. Contributions should not exceed two columns of newspaper space--roughly equivalent to a double-spaced, typescript page. Although typed manuscripts are preferred, hand-written drafts are acceptable. Material may be submitted to any member of the Editorial Board.

SURVEY RESULTS — — —

BY SUANNE THAMM

Shortly after Umpire Frederick U. Reel declared AFSCME the winner in the run-off election of March 24th, the Guild's Organizing Committee asked your participation in a survey to determine the issues which you felt demanded highest priority in the upcoming contract negotiations. The responses to this survey have been tabulated, resulting in 10 major areas of concern among LC's professional employees. Guild members are currently working on contract proposals covering each of these areas:

1. Flexible hours of duty
2. Decent and adequate working space
3. Fair and equitable employee evaluation system
4. Prompt resolution of employee grievances with final arbitration by a mutually agreed-to third party
5. Elimination of racial and sex discrimination
6. Evaluation of supervisors' performance by his/her employees to ensure responsiveness
7. Professional working conditions to ensure efficient use of time and skills
8. Union consultation on current and future reorganization plans to ensure that no employees are RIFed or their jobs abolished
9. Parking facilities
10. Inhouse training courses to answer professional needs.

Many interesting comments and proposals accompanied these surveys, which are also being considered in the drafting of the Guild's contract and the day-to-day conduct of business. We on the Survey Committee -- Ron Wilkinson, Monica Bowen, Betty Auman, and Suanne Thamm -- thank you for filling out and returning these surveys and thereby helping us to help you.

Although our survey for this contract period is now complete, we welcome your comments and suggestions at all times. We shall always try to keep in touch with you, the people we serve.

Guild Offers Help

BY PETER FAY

Even before Local 2910 was certified as the bargaining agent for the professional unit, employees began bringing their grievances to us. For those of us who have never filed a grievance, this process may seem mysterious, laborious and perhaps wasteful; however, until the contract is negotiated, we must handle grievances under the provisions of the current LCR's.

It is our intention to resolve as many grievances as possible at the informal stage, that is, in the discussions with the immediate supervisor. Of course not all grievances can be resolved at this level.

No employee need feel that a grievance brought to the Guild will be made public. The confidentiality of all communications between grievants and the union must be and will be respected. Within the Guild we have set up an informal grievance committee to oversee the handling of all grievances and to help Guild members become better informed about how the grievance process works. Nevertheless within this committee the identity of the grievant is not revealed and only the nature of the grievance and the manner in which the Guild is handling it are discussed.

Every employee in the professional unit should know that if there is a problem a member of the Guild's grievance committee will be happy to discuss it, and will be able to tell the employee if the situation described can or should be treated as a grievance. We are not looking for problems, but we recognize that there are problems that should be redressed and we are willing to help employees solve them.

If you want assistance, please contact a Guild member you know or any of the following grievance committee members: Betty Auman or Peter Fay (5504/5506), Cynthia Johanson or Sharon Tsai (5230), Suanne Thamm or David Tilghman (5448), Laurie Smith (5178) or Al Graham (5858).

**From the
President's Calendar...**

BY JUDITH FARLEY

May 24 is the red-letter day: on that date the Umpire certified the Library of Congress Professional Guild, Local 2910 AFSCME, as the exclusive representative for the professional unit.

But beginning even before May 24, my desk calendar has been filled with notations to meet with many Library officials on a variety of labor-management issues. The notes which follow are an attempt to bring you up to date on the activities of the Guild.

Early in May at John Cole's invitation, Cynthia Johanson, Gerry Gawalt, and I met with John for a briefing on Task Force activities and a discussion on areas of possible mutual cooperation. (One of the ideas explored -- pertaining to the establishment of professional forums -- is now being drafted as a proposed contract article by Michael Walsh.) John Cole has continued to inform us of Task Force activities involving members of our unit.

Our Guild officers, together with those of the other bargaining agents, have met several times with Glen Zimmerman, Director of Personnel. Among the items discussed informally are the appointment of Peter Watters as legal advisor to the Personnel Office, the partial implementation of the new Factor Evaluation System, and a revision of the regulation on employment of relatives. The revisions, liberalizing present policy, needed some changes to make it acceptable to the union. These changes were agreed to by the Library, and the regulations should be issued shortly.

In formal negotiations, the joint bargaining team of both AFSCME Locals agreed with the Library on separate dues withholding agreements and a

joint memorandum of understanding. The memorandum sets forth the conditions under which contract negotiations will take place.

In other negotiations, Vice-President Peter Fay met with Barbara Ringer, Register of Copyrights, over the reorganization of the Copyright Examining Division, and all three officers have participated in a series of meetings with the Library over the moves of several offices and divisions.

(MEMBERSHIP Continued from p. 1)

Therefore, we are using this newspaper as a means of letting you know that, yes, AFSCME is still alive and kicking at LC, and yes, we do need your support -- now more than ever. By joining the Guild you are one step closer to getting a contract that will benefit you, the professionals. The question is not whether you can afford to spend \$3 per pay period on dues, but whether you can afford not to.

To join the Guild takes only your signature on a dues check-off form or a check for \$14.50 for each quarter of the year, whichever is less painful for you. And remember: dues are tax deductible!

A membership form is attached to this newsletter for your convenience. Gerry Gawalt (American Revolution Office) will be glad to receive them. Cynthia Johanson (Desc. Cat.) and Suanne Thamm (Loan) will also be glad to take them off your hands.

BY JUDITH FARLEY

In sunny blue weather, over 2,000 AFSCME delegates attended the 22nd International Convention in Miami Beach, June 14-18.

The most important actions taken by the delegates were the reelection of President Jerry Wurf and Secretary-Treasurer Bill Lucy, endorsement of Jimmy Carter as the Democratic presidential nominee, and approval of an International per capita tax increase of 50¢ per month, to be effective January 1977.

In other legislative action taken by the convention, a resolution sponsored by Library of Congress Local 2477 and other Federal Locals passed easily. The resolution restated AFSCME's intent to press for full collective bargaining rights for Federal employees and to ensure that public employees gain the right to participate fully and freely in the political process. Other resolutions adopted reaffirm the union's commitment to ratification of the Equal Rights Amendment, and call for a national health care system providing quality care for all citizens, support for the Coalition of Trade Union Women, and support of the United Farm Workers.

Throughout the convention week, government officials and labor and civil rights leaders addressed the delegates. William J. Usery, Secretary of Labor, defended public employees in a heartening speech. Noting that government workers "have lately been getting more than their fair share of blame for the situation we find ourselves in," Usery promised, "to do my best to advance the cause of working men and women in this country and that certainly includes public employees." He reminded the delegates that he had an intimate knowledge of public employees since his parents had both worked in a Georgia state hospital. "I know that those who tried to form a union got fired. I also know that you can't protect the rights of all workers."

Other speakers included Senator Walter Mondale (D-Minn.), Mrs. Coretta Scott King, and Arnold Miller, president of the United Mine Workers.

Constitution Nears Completion

BY LAURIE SMITH

The Guild is now in the process of ratifying its Constitution. The Constitution Committee, consisting of Peter Fay, Bob Moesker, Laurie Smith and chairperson Al Graham met in several sessions and produced the first draft of the Constitution and By-Laws for the Guild. Meetings are now being held with increasing frequency to read and discuss individual articles and sections of the Constitution and By-Laws in order to allow members of the Guild to approve the ideas and wording. Members voted at a recent business meeting to separate Constitution meetings from the business meetings. As soon as the first draft is approved by the members, the final draft will be circulated to all members of the Guild and the final draft will be voted on at a special ratification meeting. The Constitution and By-Laws will then go to the International for approval. Elections will be held for permanent officers and other elected members as soon as possible after ratification of the Constitution.

At a recent general membership meeting, it was agreed to establish a regular schedules of meetings. The membership decided to meet on the first and third Wednesday of the month. The location of the meetings varies; please contact an Executive Board member to find out the location of any meeting that you wish to attend.

(CONTRACT Continued from p. 1)

negotiations will begin about 10 days later. Although there is no time limit set for the completion of negotiations, the ground rules allow for only 440 hours total official time to be granted to union members for negotiations. Thus, the Guild hopes to complete negotiations without undue delay so as to remain within the 440 hours. The granting of official time does not, however, preclude the continuation of negotiations during non-working hours.

The Guild's task, simply stated, is to negotiate a contract that is as favorable as possible for all employees within the unit. At the present time, with the August 26 deadline in sight, a committee of interested Guild members is busily engaged in formulating contract proposals, with the guidance of Josh Williams, Executive Director of Council 26. By studying the results of the survey conducted in April (May), the Federal Personnel Manual, existing Library of Congress regulations, and other agreements which have been negotiated within the Federal sector, the committee has come up with many ideas for the contract. Matters pertaining to personnel policies and practices and general working conditions are negotiable. Individual committee members are working on such topics as: career development and training, position classification, re-assignment and details, reduction in force, merit promotion, trial retirement program, time and leave, health and safety, disciplinary actions, grievance procedures, and professional forums. Work on the contract proposal is by no means finished although August 26 is quickly approaching.

If you are interested in helping with the work of the committee, or just want to comment, contact any Guild officer or member. We want as many viewpoints and as varied an input as possible.

The Library has consented, in the ground rules, to the Guild's use of bulletin board space for information regarding the contract only. Watch this fall for progress reports as negotiations proceed.

**Unions Inspect
Madison Bldg.**

BY JUDY MCDERMOTT

Paul L. Berry, Director, Library Environment Resources Office, called a meeting with union representatives in order to discuss the plans for the Madison Building on June 8. Representatives from AFSCME Local 2910, AFSCME Local 2477, CREA, and LLCUNAE attended the discussion, after which Mr. Berry conducted a tour of the new building.

Union representatives questioned Mr. Berry concerning matters relating to staff welfare and safety in the new building. Among the topics discussed were: heating and air conditioning, flexibility and allocation of work space, cafeteria and lounge facilities, parking, and health facilities.

We appreciate Mr. Berry's willingness to speak with union representatives on these issues of concern to all staff members, and look forward to taking a more active part as plans continue to develop for the new building.

REQUEST AND AUTHORIZATION FOR VOLUNTARY ALLOTMENT
OF COMPENSATION FOR PAYMENT OF LABOR ORGANIZATION DUES

MODIFIED


NAME OF EMPLOYEE (Last, First Name, First, Middle) _____ IDENTIFICATION NO. (Social Security or Other) _____

HOME ADDRESS (Street and Number) _____ (City and State) _____ (ZIP Code) _____

AGENCY (Include Bureau, Division, Branch or other Designation) _____

Section A—FOR USE BY LABOR ORGANIZATION

NAME OF LABOR ORGANIZATION (Include Local, State, National, or Other appropriate Designation) _____

 Library of Congress Professional Guild, Local 2910, AFSCME
Library of Congress Employees' Union, Local 2477, AFSCME

I hereby certify that the regular dues of the organization for the above named member are currently established at \$ _____ per (biweekly pay period / calendar month) (Strike out whichever period not appropriate, based on arrangements with the employing agency).

SIGNATURE AND TITLE OF AUTHORIZED OFFICIAL _____ DATE _____

Section B—AUTHORIZATION BY EMPLOYEE

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the _____ (Name of Labor Organization) and to remit such amounts to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office of my employing agency; and that, if for a monthly deduction, it will become effective the first full pay period of the calendar month following its receipt in the payroll office of my employing agency. I further understand that revocation forms, Standard Form No. 1188, Revocation of Voluntary Authorization for Allotment of Compensation for Payment of Labor Organization Dues, are available from my employing agency and that I may revoke this authorization at any time by filing such a revocation form or other written revocation request with the payroll office of my employing agency. Such revocation will not be effective however until the first full pay period which begins on or after _____ (Strike out if not applicable) of any calendar year, whichever date first occurs after the revocation is received in the payroll office.

SIGNATURE OF EMPLOYEE _____ DATE _____

NOTE: In signing this document the employee authorizes the Library of Congress to provide the above organization notice of his/her General Schedule or Wage Board position grade, and his/her hourly rate of pay during each bi-weekly pay period in which he/she is a member of the above labor organization. Employee further authorizes the use of his/her Social Security Number as an identifying number for the purposes of processing voluntary dues withholding for said Labor organization.