
Called to order at 9:40pm, with the following present: Donna Mandel of Oakland PL, Chair. Cathy Bremer of SFPL, Jan DeSirey of Hennepin County PL, Yvonne Farley of a WVPL, Jenna Freedman of Iona College, Ed Fursa of NYPL, Joan Goddard PT in San Jose area, and Margaret Myers, retired, and visiting from Research Working Group.

I. Introductions

II. Review of Accomplishments

   a. AFSCME formed a Librarians’ Committee, after being harried by Diane for 8 months.
   b. Unions FAQ included in Took Kit
   c. Donna’s presentation at LSSIRT/Better Salaries program (at this Conference)
   d. SEIU report compilation (at Donna’s request) of library worker statistics (that reveal drastic pay differentials between union and non-union library worker salaries.
   e. January American Libraries pieces—one unions pro v. con article (with Cathy as the pro) and Yvonne’s advocacy article

IB. Intros Again

The AFL-CIO meeting attendees arrived, so we did, adding the following to the meeting: Jannie Cobb of the George Meany Library, Diane Fay of Boston PL, Patsy Lee of USA, Ray Markey of NYPL, Anita Perkins of MIT, Tony Sarmiento of AFSCME, Deborah Schmidle (didn’t get her affiliation), Fred Stielow of Wayne State (Union Library), and Carol Thomas of NYPL.

IIB. Review of Accomplishments Continued

   f. Donna’s interviews of library workers around the country and the collection of their success stories.
   g. Diane’s database of library workers represented by AFSCME: 400+ libraries around the country.
   h. Meeting with NOPLers, and their inclusion in Open Mic at ALA Midwinter.
   j. Preliminary AAUP data compilation by Jenna
   k. Union Working Groups size, energy, and participation
   l. Liaison with ALA FL-CIO group

III. Toolkit (Copy circulated around the table)

   A. There was an advocacy training session on Friday, attended by representatives of
      1. State chapters
2. Reforma
3. MLA
4. LLA
5. APALA

B. Unions FAQ section in toolkit, based on actual questions Yvonne was asked at WVLA meeting

C. Neutrality agreement (written by Diane and Joan)
   2. Guidelines in “Central Reference File” in ALA (Language more positive) says that ALA should educate members about positive role of unions.
   3. LAMA has a Union Managers’ Discussion Group aka “How to prevent/destroy unions.”

D. Improvements needed:
   1. Intro statement
   2. How to form a union
   3. List of unions representing library workers.
      a. Have AFL-CIO link to direct people to the best union for their situation.
      b. Or e-mail to a Working Group member? Diane? Central Labor Council? Link to Working Group site?
   4. Bibliography of union resources: Jannie, Ed, and Tony will work on this
   5. AFL-CIO can review the document and offer feedback

E. Future of Salaries TF and Unions WG
   1. We need to resolve this in order to address some of the questions raised above
   2. The group voted unanimously to continue the group beyond the end of Mitch Freedman’s presidential year.
   3. Some concerns about whether we would be under ALA or APA. [Minutes taker’s note—we can also be a SRRT Task Force, if we want. All it takes is meeting at two consecutive meetings. Perhaps we should meet under SRRT’s auspices in Philadelphia, just to lay groundwork.]

IV. Toronto

A. Decision to do a meeting program, not Pre-Conference (no one can afford Pre-Conferences, especially support staff)
B. Not much progress yet, but Diane offered an AFSCME person (Cathy Colette, expert on women’s rights) to talk. Colette will also help with local contacts.
C. Program will not focus on Pay Equity, but on internal and external strategies (because of Canadian provincial laws)
D. Ideas for themes
   1. Organizing for Better Salaries
   2. Don’t Just Sit There
   3. Strategies for Action

Dan O’Connor came in.

E. Discussion of attendance in Toronto and whether or not to work with Canadians.
1. Jenna will check on parallel groups
2. There is a higher union density of pro-union managers in Canada
3. Roma Harris book on “Death of the Profession” because its female
4. Diane/Yvonne training similar to Advocacy Training, “How to Do It.”
5. Dan suggested we do two time slots of the same program. The general consensus was afraid to do this although it’s a damn good idea.
6. We’ll shoot for Sunday 9-12. Jenna will book. The advance team will consist of Jenna, Diane, Jan, and Ray.
7. Outreach strategies
   a. Meet the unions (get them to co-sponsor)
   b. SORT [Staff Org. Round Table] (They did a how to organize meeting in Atlanta—and what’s with our not knowing about it?) See page 164 in conference book.

V. Midwinter in Philadelphia
   A. Target students
   B. Discussion group (since we can’t do a program)
   C. Breakfast reception thrown by Local 1930. (Ray, Ed, and Carol) “Better Salaries Brunch”

Sidenote: the average salaries of top managers available on guidestar.org

VI. Academic Libraries
   A. Jenna gathering AAUP data.
   B. (Someone) suggested that AFT is stronger at the collective bargaining level
      1. Fred said to contact Dan Colodner, the AFT archivist.
      2. Tony said he would provide contact info for Larry Gold.
   C. Strategy from Dan: Why would a good field pay poorly? Why would good people work in a poor field?
   D. UAW was also discussed, because they are organizing GAs (?)
   E. AFSCME has a higher ed. section on their website

VII. AFSCME Library Workers Committee
   A. Diane harassed AFSCME leadership into creating this interest group.
   B. There’s also a Women’s Council Caucus we should work with
   C. Ed said he would discuss the possibility of having an AFSCME presence in ALA with the next union president.
   D. Strategies discussed
      1. council resolution
      2. publishing articles
      3. union buffet Sunday evening
   E. Ed brought up an evaluation of library clerical positions that shows workers performing well outside their job description

VIII. Meeting Evaluation
   A. Better setting than hotel bedroom, like at Midwinter
B. Liked active work  
C. Conflicts with AFL-CIO and ALA Council meetings a drag  
D. Length of meeting appropriate  
E. Donna: good agenda and moved things along  
F. Everyone should respond to Donna’s e-mails with an acknowledgement and people should use Reply All feature.

Meeting adjourned at 11:40

**EPILOGUE**

A. Jenna will check out discussion lists we can use to facilitate communication  
B. Check into Lincoln Cushing’s website for labor contract info.  
berkeley.edu/~[something]