



KCLS VOICE

The newsletter of Local 1857

2012 Vol. 3

This issue's theme is "Hang On Sloopy!"

News & Events:

10/1 - 11/2 Nominations accepted for Local 1857 officer positions (email Sarah Hunt: seahunt@gmail.com or nominate at General Membership Meeting)

10/19-10/20 Council 2 Presidents Conference (Stan Brooks will be the president's designee for Local 1857)

10/26 Executive Board Meeting, 7:00pm, Service Center, Issaquah

11/2 General Membership Meeting, 7:00pm (food at 6:30), Service Center, Issaquah

11/16 Executive Board Meeting, 7:00pm, Service Center, Issaquah

11/17 Advanced Steward Training (prerequisite: Beginning Steward Training; registration required at <http://www2.council2.com/calendar/steward-training.html>)

Contact Info:

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Carrie Rolph
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President's Podium

Susan Veltfort, President, Local 1857

Union work has some certainty: Contracts and Elections. This Fall we are busy with both! The contracts for all three Local 1857 Bargaining Units (Maintenance Workers, Pages and 1857-Base) will be negotiated and in November, Local 1857 will hold its annual election for Executive Board members and Trustee. During this active period union member participation is, now more than ever, essential to keep our union strong and unified.

In this newsletter, you will find an article about contract negotiations. The perspective of members working in various KCLS locations is invaluable for negotiation preparation and I'm very pleased that so many members contributed to this process by participating in the Contract Survey, 7:00pm, Service Center, Issaquah and volunteering for committees that gathered and analyzed information. The data from the survey will be used to set priorities for negotiations, identify issues to be addressed in Labor Management meetings, and provide information to make us a stronger and more relevant union to our members. A summary of the survey is included in the September 29 Executive Board minutes recently sent to all members.

The election process is also covered in this newsletter. Again, member participation is key; please consider getting involved by serving on the Executive Board, nominating people to run for board positions, and coming to the November General Membership meeting where nominations will be finalized.

Thank you for all of your suggestions, concerns, observations and questions – they are vital to our Union! Please continue to send these in; you may contact any member of the Executive Board or a Shop Steward (contact information is at www.kclsvoice.org). The Executive Board and the contract negotiating team represent you, the Union membership.

Local 1857 Member's Son Wins a Council 2 Scholarship

The son of Norma Eades (Mobile Services at Service Center) won a college scholarship through the Council 2 Golf Scholarship fund. "We were thrilled," said Norma, "We wouldn't have been able to afford to send Caleb to the school of his choice without scholarship funds." Norma learned about this scholarship opportunity through the Council 2 newsletter. Caleb completed an application, wrote the required essay, and 2-3 months later received an award letter in the mail. Caleb is a 2012 graduate of Tahoma High School and Green River Community College and is aiming for a PhD in either math or physics. He has chosen to study at Harvey Mudd College which is a small, very high-ranking school with a focus on science, technology, engineering, and math. Norma's suggestions to other parents and students: "Look for local, rather than national scholarships and areas your child is interested or talented in and send in lots of applications. Don't let the fear of rejection notices hold you back. We followed the same philosophy we gave to Caleb when he was playing high school basketball – you miss 100% of the shots you never take -- so just do it!"

Local 1857 sponsored a sign on the golf course during the fund-raising 2012 tournament. For more information about scholarships available through Council 2, go to: <http://www2.council2.com/scholarships/index.html>

“You miss 100% of the shots you never take – so just do it!”

The Voice Profile

Every issue will present an interview with one of the nearly 900 individuals in Local 1857.

Name: Darcy Brixey

Dossier: Reference Librarian – Bellevue. Employed at KCLS 11 years.

Hometown: Spokane

Hobbies: Reading, Writing, Knitting and Karate

Union Activities: None

Favorite Book/Movie: Do I have to narrow it down to one? Here are my top three favorite books: Geek Love, Gone With The Wind, Frankenstein

Hopes and dreams for the Library: We have some smart and dedicated staff in this system. I'd like to see more individuals rewarded in a fair manner for their greatness. I also hope we can make it through the current change as a stronger team.



What To Do When...

This is a monthly feature in which our Staff Representative will provide advice to all union members.

Diana Prenguber, Staff Representative
Washington State Council for County and City Employees, AFSCME

(Ed. Note: This important article from Diana Prenguber about contract negotiations will take the place of our regular "What to Do When..." feature.)

On October 8, 2012 Local 1857 began contract bargaining with KCLS. In Washington, this process is governed by the Public Employees Relations Commission. Both the Union and KCLS are required to bargain in "good faith" to reach an agreement. We start with the current agreement and then each side makes proposals according to their needs. Bargaining issues are divided in three categories: mandatory, permissive and illegal subjects of bargaining as defined by the revised code of Washington 41.80. Mandatory subjects of bargaining deal with wages, hours and working conditions. These issues must be bargained to an agreement or until impasse. Neither the employer nor the Union is required to bargain permissive issues and these issues may not be bargained to impasse. Permissive issues include definition of the bargaining unit, retiree benefits, management conditions of employment, use of volunteers, promotional and transfer opportunities, hiring practices, etc.

"Both the union and KCLS are required to bargain in good faith to reach an agreement."

Illegal subjects of bargaining are defined in RCW 41.80.040 and include management rights. Examples of management rights are the functions and programs of the employer, use of technology, the structure of the organization, where libraries are located and open hours. In other words, we are prohibited from bargaining what services KCLS provides the public or how they provide those services. We cannot bargain the way KCLS spends their budget.

We can present proposals affecting wages such as rates of pay, overtime, and premium pays (ex: book drop). We can bargain holidays, sick leave, hours of work, work schedules, the grievance process, meal and rest breaks for example. Examples of non-economic proposals include priority for sub jobs, limiting the number of days and/or libraries a part-time person is scheduled to work, etc.

As Staff Representative, I am responsible for leading the Local 1857 negotiating team during contract bargaining. The team members are: Susan Veltfort, President; Carrie Rolph, Chief Steward and a Public Service Assistant; Sarah Hunt, a Public Service Librarian and the Librarian Representative to the Executive Board; and Deanna Gauthier, Shop Steward and Library Assistant. All team members bring broad perspective as well as specific representation to the team. We will attend a day long "Negotiations Nuts and Bolts" training offered by the Alternative Dispute Resolution Program of King County.

We will begin bargaining the Page contract on October 15. Susan Veltfort, Carrie Rolph, Susan Allen, (Page at Bellevue) and Blanche Cossette (Page at Service Center) join me on this negotiating team. The maintenance contract will probably be bargained in November. The team for that group is David Donaldson, Mike Russell and Steve Jarisch.

The negotiating team is tasked with developing and justifying proposals. This year the negotiating team was aided by two committees: Policy and Compensation. The Policy Committee (Andy Wickens - Chair, Dan Shaffer, Stan Brooks, Elaine Ang, and Carla Ginnis) spent hours researching KCLS policies and our contract to suggest and help us justify working condition proposals. The Compensation Committee (Cindy Richardson - Chair, Janelle Sluyter, Sarah Hunt, Carrie Rolph, Linda Badger, Randy Barthelman from 1857S and Susan Veltfort) volunteered many hours researching job descriptions, comparable salaries at other public service libraries and other economic benefits offered library workers across the country. Carrie Rolph developed and collated the member survey. The negotiating team is now busy developing and costing proposals. With the invaluable help listed above, we are well prepared.

In Solidarity, Diana Prenguber, Staff Representative, 206-919-7903, Dianap@council2.com

Newsletter Staff: Rosalie Olds, Susan Manning, Janelle Sluyter

Comments or Questions?

Email smanning209@yahoo.com or roldsus@yahoo.com

Special thanks to:

Darcy Brixey & Norma Eades; also Joe Martin for allowing use of his cartoon!

Help Wanted:

Newsletter staff – artists, cartoonists, crossword (or other puzzle) makers, photographers, newshounds, researchers, writers, reviewers (books, films, websites) willing all-around volunteers. Please contact Susan Manning or Rosalie Olds (emails above).



The Quotable Voice

“Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.”

President John F. Kennedy

“No company ever shrank to greatness.”

Dwight L. Gertz

Puzzle of the Month

The answer key is under "Newsletters" at <http://www.kclsvoice.org/>.

1. Important meeting in November (with food)
2. Person to contact with nominations for Executive Board
3. Won a scholarship
4. Three categories of contract bargaining
5. Three bargaining units in Local 1857
6. Contract Survey summary is in this document
7. Who to contact with suggestions, concerns, observations, and questions

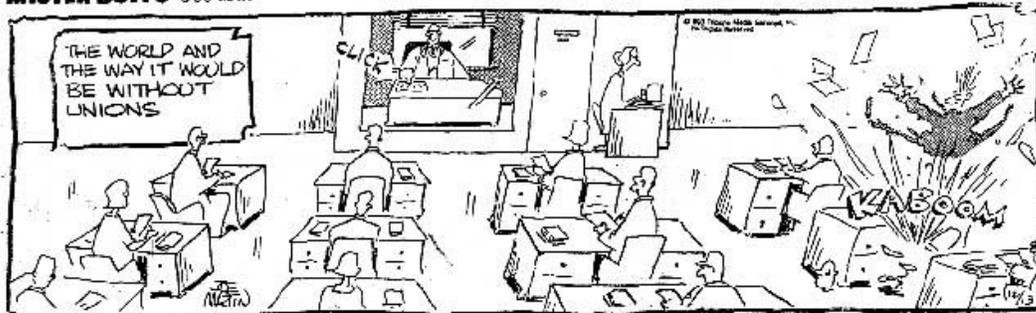
The Voice Review

In each issue we'll review a book, movie, or website having to do with unions.

AFSCME Officers Handbook: A Guide for Local Union Officers

Are you considering running (or nominating someone) for an Executive Board position, but wisely asking the question “What the heck is the job all about?” This publication is the first place to look for the answer. Easily accessed at www.afscme.org/publications/11784.cfm, this 88-page document contains a list of officers' duties, the nuts and bolts of union meetings, a discussion about ethics and responsibilities, ideas for motivating the membership, and (especially exciting for library-folk) a list of good union-related books and websites. Recommended for everyone in the union – those thinking of taking the plunge into leadership, new officers learning the ropes, and the rest of us who would just like to know more about what our officers do.

MISTER BOFFO Joe Martin



Local 1857 Elections Basics

Being a member of the executive board is a great way to find out how the union works, meet new and interesting people, and get leadership experience. People often join to get the inside scoop on the inner workings of the union and to give back for support they've received from the union. I've heard some people describe it as being like a book group: you have reading material to go over that you'll talk about at the meeting and you get free food. Or some consider it like jury duty: it is what you do to contribute as a member.

Every November we elect some new Executive Board members and trustees. A certain number of our officers rotate off while others stay on. Not only do we follow guidelines set in our local's constitution, but we also follow the guidelines in our International's constitution. To find more information on this go to <http://kclsvoice.org/constitution/>.

The Executive Board appointed Sarah Hunt as Chair of the Nominating Committee, which will recruit a slate of candidates for our election. If you'd like to be on the committee contact Sarah at seahunt@gmail.com; if you'd like to nominate someone (even yourself!) you can send the nomination to Sarah or enter the nomination at the November 2nd General Membership Meeting (nominations will be finalized at this meeting). In order to qualify as an Executive Board candidate, a member must be in good standing (up-to-date in paying their dues) for at least a year. If candidates run unopposed they will be elected by acclamation at this meeting. Since we'll also be taking nominations at the meeting we won't know if we'll actually cast ballots until all nominations are finalized at the meeting.

The following positions will be up for election this year:

Vice-President (two-year term), Chief Shop Steward (two-year term), Recording Secretary (two-year term), six At-Large positions (1-year terms: LA/LTA, Librarian, two Pages, Maintenance, Other) and one Trustee position (3-year term).



November 6th General Election

If you're interested in labor's perspective on the upcoming elections, Council 2 and the WA State Labor Council have candidate endorsements available on their websites:

<http://www2.council2.com/news/special-news/2012-endorsements.html>

<http://www.wslc.org/cope/12-WSLC-endorsements-Aug14.pdf>

Minutes Megaphone

The answers to this issue of the “Minutes Megaphone” are in the August 3rd Executive Board/General Membership Meeting. Didn't receive the minutes? Please contact Susan Manning at smanning209@yahoo.com or

253-879-1176.

1. What two tasks are volunteers doing that staff are especially concerned about?
2. May the KCLSVoice Newsletter be placed on workroom tables?
3. How much time are PSAs working on the reference desk and how does this compare to what the staffing model calls for?
4. Can the union track comment cards turned in by the public?

