



KCLS VOICE

The newsletter of Local 1857

February 2013

News & Events:

2/24 Susan's Retirement Party
and 10th Anniversary

3/8 Eboard Meeting

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Contact Info:

President
Carrie Rolph
kikiduck@gmail.com

Council 2 Staff Rep
Diana Prenguber
206-919-7903 (cell)

Chief Shop Steward
Rosalie Olds
roldsus@yahoo.com

President's Podium

Susan Veltfort, Outgoing Union President

For all the years I've been at KCLS, union activity has always been in the forefront. This month, I'm celebrating and reminiscing as Union President and as a library employee. I'm celebrating the ten year anniversary of KCLS employees voting to unionize and form Local 1857, an AFSCME affiliated union local of Council 2.

Please join us for this celebration on February 24– details in a separate notice. I'm also reflecting on the importance of unionization to the KCLS Library Workers and the role the union has played in my life as I near my retirement date of March 1.

The *AFSCME WORKS Magazine* (March/April 2003) article reads: Persistence Pays Off Finally, success has arrived for library workers here [King County Library System]. After two failed attempts to organize in the last seven years, they pooled their activist energies and broke through with a major win in last December's election. [2002] <http://www.afscme.org/news/publications/newsletters/works/marchapril-2003/persistence-pays-off>

I've worked with many of you for the past 21 years and yes, my motto is "persistence pays off!" I would add, so does dedication, commitment and plain hard work. Since 2002, we have been building the Union, finding ways to reach all of you and to engage you in the solidarity of union strength.

I am very excited about the future of Local 1857. The Executive Board recently elected Carrie Rolph to serve as President to complete my vacated term. Carrie has worked for KCLS for 14 years as a Page, LA, LTA, Library Associate (Floater) and now as a PSA. She has served on the Union Executive Board for many years, most recently as Chief Steward and recently elected as Vice-president. She was on the past two contract negotiation teams and has been attending Labor Managements meetings for the past 2 years. Carrie brings to the Union an astute analytical mind, humor and knowledge of the operations of the library system, along with a strong commitment to advocating for Library Workers' rights. You are in good hands!

Our Local has grown from a membership of 550 to 1030 members! This is real strength. Yet, the Union is only as strong as its members and their activities. No one leader or leaders can hold the Union together.

Every member has a lot of choices on how involved they'd like to be. This can include reading the minutes, viewing the web site, attending union meetings, serving as shop steward, or even as an union officer. All of these contribute to making our union stronger. Continue in the spirit we were founded – solidarity with Library Workers and use your voice!

Susan's Retirement and 10th Anniversary Party

Newsletter Staff: Rosalie Olds, Editor

Comments or Questions? Email: rolds us@yahoo.com

Help Wanted: Newsletter staff—artists, cartoonists, writers, researchers. Please contact Rosalie Olds at email above.

www.kclsvoice.org

Come Sunday February 24th from 3:00 to 7:00 to help us celebrate these two milestones.

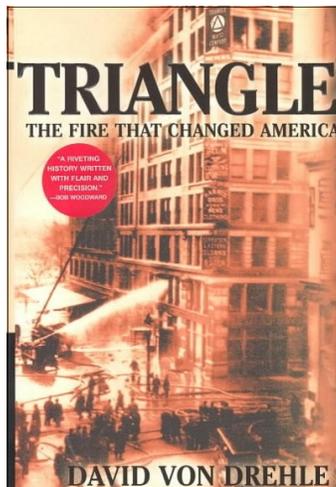
Appetizers, desserts, and non-alcoholic beverages will be served along with one champagne toast .

Tibbiets Creek Manor, 750 17th Ave NW, Issaquah, WA

Spouses or significant others are invited. RSVP to local1857rsvp@gmail.com.

The Voice Review

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



The early 20th century was a defining time in United States labor history. As the industrial revolution sent more Americans into factories, workers organized against unsafe working conditions. One of the most dramatic stories occurred at the Triangle shirtwaist factory in New York City.

Just before closing time on March 25, 1911, fire broke out in the Triangle shirtwaist factory. Within minutes, the bins of scrap cotton and paper had ignited and the flames spread. The Triangle factory occupied the top three floors of a ten story building, and when the fire trucks arrived, their ladders weren't tall enough to reach. Half an hour after it began, the fire was under control, but 123 people, mostly women, had died. Until September of 2001, it was the deadliest workplace disaster in New York City history.

Triangle: the Fire That Changed America by David Von Drehle is a fascinating account of the fire and events surrounding it. Immigrant life in early 20th century New York City is brought to life, with profiles of the young Jewish and Italian immigrants working in the factories, the politicians at NYC's Tammany Hall, and the suffragettes, socialists and socialites involved with the city's protests and labor strikes.

The author's extensive research into the fire itself and the trial that followed is apparent in his step-by-step account of how the fire started and spread. The details of how workers escaped, or failed to is harrowing. An account of the sensational trial that followed the fire is also recreated from trial transcripts and testimony. Workers testified that the factory doors were routinely locked to prevent employees from stealing fabric or lace. In the end the factory owners were acquitted, but the fire spearheaded changes in New York politics that laid the foundation for the New Deal, and led to safety reforms, some of which are still in place today.

Submitted by Carrie Rolph

The Voice Profile

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



Name: Drew Derby

Hometown: Niagara Falls, New York

Hobbies: Gardening, Reading, Playing Guitar, Hiking, Softball

Library Career: Drew started his work as a professional librarian in 1986 as an intern with SPL. At King County Library system he's been both an adult services librarian and a children's librarian. Currently he works as a children's librarian in the Renton Area Cluster.

Favorite Book: Wind in the Willows by Kenneth Grahame

Favorite Movie: Jeremiah Johnson

Experience with Library2Go: Drew started out as the point person for Library2Go in the Bothell Cluster. He visited almost every daycare on the list provided by Outreach as eligible in his area to promote the service. After that he organized and oversaw the scheduling and use of the van. Now he works as a children's librarian in the Renton Area Cluster and drives out to various daycare sights there. He says one of the biggest challenges of the service is that it is hard to set up regular visits and sustain them because so many small daycares struggle just to keep their doors open.

Why it's a good service to offer: Taking the vans out to these daycares and community stops is another means for us to promote library service and gain recognition.

Safety Concerns for Staff: When people go on runs alone they are vulnerable at a stop or if they have an accident. In theory all runs should have two staff, but often our staffing levels don't allow for that. It is also easy to slip and fall on the steps coming out of the van and if a staff member is alone there might not be anyone to call for help.

Hopes for the library system: We need to keep building our relationships with our patrons so that we are offering services they value. Any business needs to focus on what their client needs and client satisfaction. His biggest hope then is that patrons are satisfied and we keep an open dialogue with them.

What To Do When...

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

New Contract Highlights

Diana Prenguber, Council 2 Staff Rep, dianap@council2.com

Changes to the Labor/Management Article empower Shop Stewards. Management requested local issues be taken up at the local level and not at the monthly Labor/Management meetings. That means Shop Stewards are empowered, even obligated to bring issues to their supervisors and/or managers, as appropriate. Some recent issues local stewards met with supervisors over are: Page breaks, vacation scheduling, and book drop assignments. If you have any questions or issues with your work place, talk to your local Shop Steward. Shop Stewards will have a much more active role going forward so it is important for them to attend meetings. Recently we had a meeting/training on 2/15/13 at the Service Center. We'll probably have two or three more this year. If you are interested in getting more involved and being a Shop Steward, contact Rosalie Olds, Chief Steward, at roldsus@yahoo.com.

A monetary stipend was added for LAs who drive L2G vans; hopefully, this will create more voluntary drivers and lessen the need for mandatory drivers. Still at issue are librarians who may be required to drive these vans, or worse, the new even larger vehicles. If you are asked to participate in training for driving these vehicles, you should participate to show you are willing to participate in all KCLS service deliveries. However, if after training, you feel you are not able to drive these vehicles safely, it is very important to put this in writing. Email, or send a written memo to your supervisor stating that after training you are convinced that you do not possess the skills necessary to safely drive these over-sized vehicles and that you feel performing this task would provide a safety risk to you, our patrons and the community at large. CC the Shop Steward and me then make sure we get a copy of your letter. If you are still required to perform this task, contact your Shop Steward immediately.

We are finalizing the details for training for LTAs. Human Resources will be sending a memo soon outlining the details of how future LTA's will be trained and an expected timeline and process involved. You can demonstrate your interest by filling out a form which will be attached to the email and returning it to Service Center. Also anyone who lost their LTA status between January 2011 and the present may have it reinstated by contacting Human Resources. If you were an LTA whose pay was to be redlined beginning in January, that action should have been canceled and you should see the 2% pay increase for January. If this did not happen, contact your Shop Steward.

Please familiarize yourself with the new contract online at <http://kclsvoice.org/> or on the KCLS intranet. If you have questions or concerns, contact your Shop Steward. This contract is only as strong as our enforcement of it.
