

LOCAL 1321
DISTRICT COUNCIL 37
AFS-CME, AFL-CIO

Bookshelf

OCTOBER 2024



Photo courtesy of Mike Lee



Local 1321 Members
March with DC 37 in

Labor Day Parade

BIG WIN! PERMANENT BENEFIT for All Local 1321 Members
Black Friday Now a Paid Day Off





JOHN HYSLOP

PRESIDENT'S MESSAGE

The groundswell of union support continues unabated with no sign of change because workers realize that staying united is the only way to ensure workplace protection. With a union, workers are able to fight not only to benefit their members but — as shown time and again — to benefit our society. This power terrifies the bosses and their political partners who want to destroy unions and our way of life.

Before 1969, Queens Public Library workers had:

- No health insurance
- No DC 37 prescription, dental, optical, legal, and mental health benefits
- Extremely low salaries for everyone but a few white, straight males
- Inconsistent and paltry raises
- Arbitrary and inconsistent vacation scheduling, if any at all, with no guarantee you would have a job after your vacation
- Loss of sick leave upon retirement
- No paid time off to grieve for the loss of a family member
- No overtime
- No rules on how a branch should operate in extreme temperatures
- Indiscriminate and arbitrary transfers
- Rampant favoritism for promotions and vacancies
- No recourse if you were disciplined

Starting in the mid-1960s, library workers fought for a union and a contract to improve our work lives. In 1969, they joined DC 37 and AFSCME and quickly negotiated a contract that imposed work rules that fixed many of the more egregious and problematic issues.

Since then, we have refined and improved upon our contract. Today, Queens Library Guild, Local 1321 members reap the benefits of our predecessors' passion and dedication and are shielded from these workplace abuses. Our Library now has more professionalism, consistency, stability, and equality. We have the luxury of taking all of this for granted. However, what we have now is no guarantee we will have that in the future.

The conservative forces that are terrified of our union power and library have created an actual blueprint — Project 2025 — to tear down unions and libraries. If we stay complacent, dismiss Project 2025 and their ilk, pretend it cannot happen here, or agree with some aspects of the project, our work lives will regress to 1968 with little recourse. We will lose our right to bargain collectively. We will lose our benefits. We will lose our health insurance. We will lose all the work rules. We will lose our equality. We will lose our right to provide materials, programs, and services that our customers need. Remember, the Supreme Court gutted decades of precedence. And what the Supreme Court decides affects everyone in this country.

This is not something we can dismiss. Stay vigilant. Stay ready. Only you can protect our work lives and benefits. Vote for people who explicitly reject Project 2025. Vote for people who explicitly commit their support to all unions.

2024 New York State General Election Calendar	
Last day to register to vote in General Election	Oct. 26
Last day for Board of Elections to receive application for General Election absentee ballot	Oct. 26
Last day to apply in-person for General Election absentee ballot	Nov. 4
General Election early voting period	Oct. 26 - Nov. 3
Last day to postmark or deliver General Election absentee ballot in person	Nov. 5
General Election	Nov. 5

See page 8 for information on HOW TO REGISTER to vote.





PERMANENT BENEFIT for All Local 1321 Members

Paid Off Day After Thanksgiving

The Administration agreed with Local 1321's counterproposal for all staff to have the day after Thanksgiving off and as a permanent paid holiday.

The decision came after months of preparing for the improper practice hearing and wrangling. On June 13, 2023, Local 1321 filed a Step III group grievance after the Administration refused to grant excused time to every union member during the systemwide early closure on June 7, 2023. The refusal contradicted the Library's prior policy of giving excused time to every union member when there is a systemwide closure. During the Collective Bargaining Agreement negotiations between Local 1321 and Queens Public Library, the Administration rescinded the policy, and Local 1321 resorted to filing an improper practice charge.

In exchange for the paid holiday, Local 1321 dropped its grievance and improper practice charge and agreed to the removal of the policy.

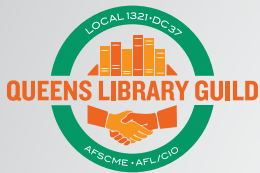
Had the Local proceeded without the Administration's recent action, taking the case to an improper practice hearing was not a sure bet. The judge could have ruled against the Local,

resulting in no compensation for anyone. The union took the guaranteed benefit. Now, instead of fewer than 2% of our members getting excused time — which would have been maybe once a year if there were to be a systemwide closure due to some type of emergency — we achieved a benefit for 100% of Queens Public Library's union and nonunion employees.

Queens Public Library's public service employees are well aware of the Friday after Thanksgiving scheduling challenges and disagreements. Now, no one has to worry about that, and everyone gets to spend the day after Thanksgiving (which this year will be Nov. 29) without having to stress about reporting to work.

After a rocky start, we were able to come up with a solution that benefits everyone at the Library. We greatly appreciate that collaboration.

When you have a UNION IN THE WORKPLACE, EVERYONE BENEFITS.



www.local1321.org



This is a private Facebook group for members only and requires sending a request to be admitted

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2024

AFSCME Convention

Helps **Unify Unions** for What's Ahead

By Margaret Gibson, Executive Vice President

First, I must say thanks to each person who voted and allowed me another opportunity to attend the AFSCME convention. The opportunity to represent DC 37 and Local 1321 is not something I take for granted.

This year's 46th International Convention with the theme of "Front Line & Fearless," was my first post-COVID. While I felt that the convention was not as upbeat as in previous years, the workshops did not fail to provide delegates with valuable information and motivation to help inspire and prepare members in their respective locals for what's to come.

I attended some of the scheduled workshops, and made sure to consistently turn up early on the convention floor each morning. My highlight of the convention was being at the rally and standing in solidarity with our brothers and sisters of Local 3299, University of California, who are fighting for an outstanding new contract. I always sense unity and strength during rallies, and it was very evident during theirs.

The International Labor Leaders Panelists is one of three workshops I attended. One of the panelists was from Public Services International. The panelist stated that regardless of where care workers are in the world, they have the same issues related to low pay, staff shortages, and burn out. He indicated there is a need for employees to receive "equal pay for equal value of work".

Delegates were informed that international solidarity is more important than ever because of the challenges facing workers across the world. We were also made aware of how necessary it is to work across borders and languages to support each other. That statement definitely validated how important it is for unity among labor unions because there is always power in numbers. As a local, we must continue to work together and support each other to be successful.

The Sector Caucus meeting for library, museum, and cultural institution workers is another workshop I attended and was relevant to my role working in the library. The discussion focused on what is possible if Trump is re-elected and Project 2025 is implemented. The negative impacts Project 2025 can have on both library workers and the communities they serve could become reality.

For example, if unions are stripped of the right to organize, job protection would be negatively impacted because unions will most likely be unable to effectively protect employees. Libraries will be denied the freedom to purchase library materials that are inclusive and wide-ranging in views. How adaptable and prepared would we be as union leaders and employees? In addition, how will libraries and their communities function with such impacts? It can become a reality so it is important for us as unions to have such discussions and planned strategies to prepare.

Another workshop I attended and received some valuable information from was called "Developing an Organizing Plan in Your Workplace and Beyond". I learned that in organizing, strategy without tactics is the slowest route to victory. To achieve successful actions, everyone can take part, be visible, remember people are willing, and start at the bottom. For example, starting at the bottom can be done with the armband and build up from there.

The importance for us all as Local 1321 to stay unified cannot be overemphasized enough. Regardless of what role we all play in the union, we must stick together. We are all Local 1321 members, and it is important for us to support and respect each other.



On behalf of Queens Library Guild, Local 1321

Hyslop Testified at AFSCME Convention on Several Resolutions

Resolution 9: End Censorship and Book Bans in Libraries

"AFSCME recognizes that public and school library workers, whether they work at the information desk, circulation desk, or elsewhere, are heroes that protect intellectual freedom, the right to read, learn, think and participate in democracy. That AFSCME will fight calls for book bans and censorship in support of the public and school library workers who strive to fulfill their responsibility to provide information and education to library users. That AFSCME will stand in solidarity with public and school library workers who face censorship, harassment and legal sanction simply for fulfilling their responsibility to deliver knowledge and information to their communities."

Hyslop's testimony:

"Around the world there are forces telling library workers what books, materials, programs, and services we cannot provide our patrons. This is a travesty. Banning any library materials and resources is anti-ethical to the very work library workers perform. Everyone walking into a library must have the freedom to access books, information, programs, and feel safe. Library workers' responsibility is to ensure that happens.

"Sadly, that doesn't happen everywhere. Library workers are persecuted, vilified, harassed, fined, and arrested for trying to do their jobs. The stories we hear about the hate and hurt hurled at library workers trying to do their job is disgusting. We are being told that we cannot provide books about Supreme Court Justice Ketanji Brown Jackson, rape and survival, being transgender, sex education, and more.

"My fellow Delegates, library workers need AFSCME's support. We need our fearless unions to stand with us and vote yes for this resolution."

Resolution 14: Responding to the Migrant Crisis

"That AFSCME calls on government officials at the federal, state and local levels to work together to address the immediate human needs of migrants arriving in this country, including shelter, food and health care. AFSCME urges the Biden administration to expedite a work authorization process that allows migrants to support themselves and reduce their dependence on government and charity assistance while preventing their economic exploitation. AFSCME supports initiatives like the Department of Labor's Newcomers Initiative to provide technical assistance to New York City and other locales to help link migrants to their workforce system and provide outreach on labor standards enforcement. AFSCME will advocate that the federal government

allocate sufficient federal funding for migrant services to ensure that the burden of this nationwide issue, that is currently being shouldered by a handful of cities, is made more manageable, allowing those cities to fully fund and staff all public services, including education, health care, housing and nutrition benefits determination and service provision."

Hyslop's testimony:

"Our city has always been the largest port of entry for immigrants in the United States. The five boroughs are home to more than three million people born outside this country. I rise today to urge support of this resolution that calls on the Biden administration to expedite work authorization for migrants arriving in the U.S.

"Right now we are suffering from two crises that should not be. Undocumented workers and their families are coming to the U.S. desperate to find safety, security, and to build a hopeful future. They are forced to live in homeless shelters and on the streets, because they are not allowed to work.

"At the same time, New York City has more than 20,000 union jobs that remain unfilled because of a labor shortage for hundreds of job titles. Thousands of our members are forced to contend with crushing workloads and mandatory overtime.

"We can alleviate the misery of thousands of union members and the misery of thousands of migrant workers with common sense solutions. Let people who can work fill available jobs that they are eligible for. I urge the delegates to vote yes on this resolution."

The resolutions passed at AFSCME's convention, found at afscme.org/about/governance/conventions/resolutions-amendments/2024, provide AFSCME and its locals with a roadmap on our legislative positions and advocacy we will take in the ensuing years.

These two resolutions have a direct impact on Local 1321 members.

- AFSCME will support libraries throughout the country to provide all the services, materials, and programs our customers require.
- AFSCME will support efforts to convince the federal government to improve migrants' access to apply for non-competitive, unfilled New York City government jobs to help our city run.

This is your union in action from the local level all the way to the national level.



How Unions Would Fare if Trump is Re-Elected

The upcoming election will be one of the most consequential to the modern-day union movement and will directly impact your ability to be a part of the union. Recently, we learned of Project 2025, a plan created by the right-wing Heritage Foundation to reshape our country and government if former President Trump is elected. The plan takes on a number of issues including an employee's right to join a union, particularly public sector unions.

As you may know, Queens Library Guild, Local 1321 members straddle the line between public sector and private sector union membership. While the arcane question remains as to what type of worker we are, suffice it to say that if the next president enacts all the draconian and terrible anti-worker, anti-union Project 2025 ideas, our way of work life and benefits will be destroyed.

Project 2025 proposes a number of anti-union actions, including making organizing unions more difficult by eliminating card check elections. (Mandate for Leadership: the Conservative Promise, Project 2025, Presidential Transition Project static.project2025.org/2025_MandateForLeadership_FULLL.pdf, pages 603-604)

- A card-check election is where an employer voluntarily recognizes a union as the exclusive representative of their employees for the purposes of negotiating a contract if a majority of employees sign union cards
- DC 37 and the Local have used card-check elections to give more workers the ability to join a union and receive the benefits of being in a union
- If eliminated, elections would be conducted through a very costly secret ballot over a period of time. Historically, this has given employers the ability to stop union-organizing drives by hiring lawyers and public relations firms to intimidate, fire organizers and key employees, and sue unions
- Every AFL-CIO union, including AFSCME, is opposed to this

The plan is especially hostile to public sector unions.

- It calls on the next administration to reverse President Biden's executive order that improved federal labor relations, instead, reverting back to former President Trump's policies that severely limited federal unions (Mandate

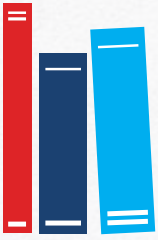
for Leadership: the Conservative Promise, Project 2025, Presidential Transition Project static.project2025.org/2025_MandateForLeadership_FULLL.pdf, pages 81-82)

- It suggests Congress consider banning public sector unions entirely
- It suggests Congress authorize state and local government waivers from federal labor laws like the National Labor Relations Act, the Fair Labor Standards Act (FLSA), and OSHA (Mandate for Leadership: the Conservative Promise, Project 2025, Presidential Transition Project static.project2025.org/2025_MandateForLeadership_FULLL.pdf, page 603)

All of these would have a severe impact on AFSCME and DC 37 and would have the potential to gut our unions. As a result,

- We would not have enough money to pay for staff to negotiate and enforce our contracts
- We would not have any money to pay for the very generous benefits DC 37 offers
- If DC 37 could not negotiate contracts with New York City, we would revert to patronage positions, poverty wages, no free health insurance, and no pension
- Library workers would no longer be eligible for FLSA guaranteed overtime

Project 2025 will destroy our way of life. None of us can afford to not have the baseline guarantees of DC 37 and Local 1321 — regular wage increases, free health insurance, free legal benefits, free mental health counseling, affordable prescriptions, consistent and fair work rules, and overtime. We cannot lose those. With your vote, you have the power to protect your way of life.



Public Library Repression

Project 2025's Plan

Not only is Project 2025 advocating for destroying union wages, but it is also attempting to destroy our library's ability to provide materials and services to everyone who walks through our doors in two very specific ways.

Project 2025 attempts to equate pornography to "transgender ideology." They continue by stating that pornography should be outlawed; that "people who produce and distribute it should be imprisoned" (Mandate for Leadership: the Conservative Promise, Project 2025, Presidential Transition Project static.project2025.org/2025_MandateForLeadership_FULL.pdf, page 5); and "educators and public librarians who purvey it should be classed as registered sex offenders."

- All of this is a bizarre and asinine assertion since gender identity has nothing to do with sex
- We need to take this seriously because a Trump administration will create policies and laws that outlaw what they deem as pornography and take control of our work
- Library workers will be forced into a decision to honor our values of public librarianship and engage in civil disobedience and risk arrest, or remove every piece of material and stop every program that the federal government thinks is "pornographic"

The Heritage Foundation, the author of Project 2025, created a proposed budget that eliminates a massive amount of vital federal expenses, including the funding of the Institute of Museum and Library Services (IMLS) (Budget Blueprint for Fiscal Year 2023, Eliminate Funding for the Institute of Museum and Library Services heritage.org/budget/pages/recommendations/1.500.15.html). IMLS provides millions of dollars every year to libraries and museums to train and support staff to provide services to our customers and to fund museum and library programs.

This election will have a direct impact on our personal and work lives. Project 2025 has a very bizarre and cruel obsession about human beings who do not identify with the gender they were born with. Our friends, family, and colleagues are being demonized. Do we want a federal government that tells library workers how to live, what they do at work, what materials, and programs they provide? Do we want a federal government to create fear and cruelty? Or do we want a federal government that funds invaluable library programs, allows us to develop our own collections and programs, and serves our communities? We have a choice to save our libraries and unions.

The IMLS provided the following grants to Queens Public Library in the past several years:

- Museum Grants for African American History and Culture — 50 Years of Hip Hop
- National Leadership Grants — Queens Memory Project
- American Rescue Plan for Museums and Libraries to provide mobile hotspots
- CARES Act Grants for Museums and Libraries to help formerly incarcerated individuals reintegrate successfully and avoid recidivism
- Laura Bush 21st Century Librarian Program to help library staff serve new immigrant populations

If former President Trump is elected, he will propose budgets that eliminate this invaluable resource. All of these essential programs that bring joy and enrichment to our patrons will be eliminated for lack of funds.

In Project 2025 and the Heritage Foundation's budgets, the authors propose more federal government efforts that will negatively impact public school and higher education libraries. These do not affect us directly but affect our fellow library workers. However, Project 2025's proposals to ban materials and programs and eliminate the IMLS will have a direct impact on our personal and work lives.

They want the federal government to ban our materials and programs. They want the federal government to tell us how to do our jobs. They want the federal government to force people into hiding. Then, they want the federal government to stop providing funds that help library staff provide the services our workers need.





Organizing PSD Staff Analysts Offers Them Job Security

In the fall of 2023, a number of PSD Staff Analysts approached Local 1321 to ask if they could join the union. These workers wanted and needed representation in the workplace because they understood the power of worker representation and enforceable contracts.

In 2016, when the Local was able to gain union representation for nearly 100 library workers, Staff Analysts were not a part of that organizing attempt because of their unique situation and diversity of job function and department. For years, the Library Administration was using the Staff Analyst classification as a catchall for a variety of positions in PSD, CPM, MCD, HR, and the Director's Office, regardless of whether their duties follow the Staff Analyst job description and are eligible or ineligible to join.

After understanding the scope of union interest with the PSD Staff Analysts, Local 1321 asked DC 37 for assistance. With the help of DC 37 Associate General Counsel Terry Buck, we developed a legal and practical strategy to organize the PSD Staff Analysts. In the ensuing months, the Local gathered union cards from the majority of eligible PSD Staff Analysts stating that they wanted to be represented by Local 1321. This was an immense risk on their part and we are honored that they put their faith in us to represent them.

On June 24, 2024, Buck informed the Administration that a majority of Staff Analysts want to be represented by a union. After some initial back and forth, the Library's Administration and Union were able to come to an agreement to recognize eligible Staff Analysts into our bargaining unit. The negotiations

were difficult at times but in the end, both sides agreed on the interpretation of the law and now every eligible Staff Analyst is a part of the bargaining unit. We appreciate the Administration's willingness to work with the union on the smooth membership drive.

Now, the unionized Staff Analysts are no longer alone in their employment and have union contract protection. They have the strength and power that comes from the solidarity of many. This small but vital group of Queens Library Guild, Local 1321 members have joined the thousands of U.S. employees who are signing up to join a union because they know that the only way to protect rights, benefits, and salaries is to work in solidarity.

Christopher Galaraza, the Library's Community Health Coordinator, oversees the Library's public-facing health and wellness programs. He joined the union because he "believe in workers' rights and using the power of the collective as a means to improve the lives of everyone who is being exploited for their labor.

"Unions have been a cornerstone of my life," Galaraza said. "My father was a proud teamster and afforded my sisters and myself a stable life growing up. We were never worried about paying for a doctor's appointment because of our union-sponsored health insurance, and I am not worried for my father as he enters the twilight of his life because he has a pension through his union. In addition, I'm thankful for 35-hour work weeks, weekends, lunch breaks, workplace safety, and so much more that only exists because of labor unions."

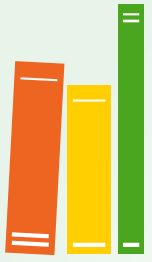


Register to Vote

Haven't registered to vote yet? Or need to find information about your voter registration? Well, there's a simple way for you to register to vote for national, state and local elections, as well as to check information if you have already registered.

Go to vote.gov/register, and select your state of residence. For example, if you live in Queens, select New York for the state in the drop-down list of state or territory. You will be directed to another page that will guide you on how to register online and how to check your registration.

Your vote matters. In the 2020 presidential election, 155 million Americans, or 67% of voters 18 and older, went to the polls — a record turnout in the 21st century. Let's make the 2024 election an even greater turnout!



Local 1321 Members March with DC 37 in

Labor Day Parade



Another successful 2024 Labor Day Parade! We had a great time walking up 5th Avenue representing organized labor in New York City.

*Local 1321
President John
Hyslop with
Queens Library
Guild members*



TEMPORARY DC 37 Member Service Center

DC 37 staff have vacated the short-term office space at 55 Water St. and established operations at a temporary service center at **420 W. 45th St.** in Midtown Manhattan as they prepare to move into new headquarters. Members may walk in Monday-Friday from 9 a.m. to 5 p.m. for assistance. No appointment is necessary. The phone numbers remain unchanged, and you are encouraged to call our member service line at 212.815.1000 during business hours.

Health & Security Plan Benefits: Audiology and Dental services have permanently relocated to the DC 37 Health Center at 115 Chambers St. For appointments, please contact the H&S Inquiry Unit at 212.815.1234.

For future updates, follow @dc37nyc on social media and visit www.dc37.net.



Survey Analysis Shows Lack of Adequate Staffing

Understaffing throughout the system is an immense problem. Anecdotally, throughout the system many say their agency does not have enough staff to provide all of the services our public needs, and that creates unsafe conditions.

However, no one has documented that until now. In a comprehensive survey of 62 branches and Central, Local 1321 asked community library managers (CLMs) the following:

- How many staff did your location have in 2015, the year the Library restarted offering six-day service? If you do not know the answer, write unknown.
- Current total staff with a breakdown of what titles.
- In your opinion, what is the IDEAL number of staff your location needs to provide all the services your customers need?
- In your opinion, what is the MINIMUM number of staff your location needs to provide the services your customer needs?
- In your opinion, what is the MINIMUM number of staff your location needs to remain open safely on any given day (as opposed to the minimum level to remain open to function)?
- In the past three months, how many times did your location open or remain open when it had less than the number you indicated in question #5?
- Please provide details about those times and did the person in charge file any incident reports?
- In the past three months, how many times did your location close when it had less than the number you indicated in question #5?

During June and July 2024, the Local conducted this survey, which we will repeat annually, to give members a better understanding of each location's staffing levels and deficiencies. The answers to some questions are managers' opinions about their locations' staffing levels and are NOT endorsed by the Library's Administration.

Unfortunately, our Administration repeatedly refuses to provide specific details to very basic information that could help managers oversee their staffs and locations. To help rectify these deficiencies and the lack of transparency on the Administration's part, the results of this survey give us insight into our staffing levels and how frequently branches open when managers believe it is unsafe to open.

In Fiscal 2024, branches in operation opened their doors to more than 7.28 million visitors and provided 32,327 programs. Almost 4.28 million items were in circulation. Flushing was the busiest and had the most visitors, at more than 1 million, while in comparison, Broad Channel had the fewest, at 20,000. (Results of this survey included CLMs whose branches were closed for repair in the fiscal year to include their views as to whether they had the ideal staff in place prior to their suspension of operations.)

In response to the question about ideal staff level, 83% of the 63 respondents — representing the vast majority of CLMs — believe that their locations DO NOT HAVE adequate staff to provide an ideal level of service to their customers. 11% responded that staffing was adequate, and 6% more than adequate.

In response to the question about minimum staff level, 46% of CLMs believe that their locations DO NOT HAVE a minimum staff level to provide a very basic level of service to their customers. 24% responded staffing was at the minimum, and 30% above the minimum.

These numbers are abysmal. The majority of locations do not have enough staff to provide the very basic services our customers need. Furthermore, the Library Administration and the City are performing a disservice to our staff and customers by not giving us the resources and staff to provide all the services our locations can provide.

Every Local 1321 member understands how dependent we are on City funding to hire staff. When the mayor does not provide funding to hire enough people we cannot provide all of the services our customers need. In this fiscal year's budget season, the public got a slight taste of what underfunding would mean when the Library Administration did not open recently renovated branches because of short staffing. Unfortunately, as we realize with the results and responses from this survey, our Administration made no other attempt to reduce hours and to alleviate the stress of being short-staffed.

Hopefully this short staffing becomes less of an issue as human resources begins to fill all the vacancies we incurred in the past few years. Members hope the Administration takes to heart the findings in this survey and provides compassionate customer service to the members of Local 1321 and when there is short-staffing, closes or keeps the location closed until more staff arrive.

Some CLMs provided the following testimony on how being short-staffed has impacted their locations. These answers are anonymously provided and the identity of the branch is left out.

"When we have only two librarians, we have to close the adult reference desk for 2-3 hours to cover lunches/breaks/programs. This means customers who need reference help must travel upstairs for help."

"It was a Saturday, where we only ever have three people scheduled (tried to get more, got shut down for that). Staff member called out sick, sent the email right away, was told wouldn't get coverage until after 2 p.m., was told to 'Please re-arrange the schedule accordingly.' Luckily no incidents occurred."

"No incident reports filed on that day. CLS did not provide coverage for a third staff member despite submitting a coverage request one month in advance. Library opened normal hours with only two staff and closed one hour for lunch."

"We are constantly understaffed and are currently down two clerical positions and one children's librarian ...There have been multiple incident reports filed...."

"We have been understaffed without a Customer Service Rep & Customer Service Supervisor for over six months. We received two specialists and were then without a Children's Librarian. We just received a temporary Trainee and are now losing the ACLM. There is a transfer in, but they are on FMLA Leave. Ultimately we continue to be short staffed. We have filed about four Incident Reports."

"One of our Specialists left over a year ago and we never had a replacement. We currently have one Specialist ...Everyone is sitting at the desk all day. During lunch hours there are only two on the entire public floor all days. We never have enough librarians for Saturdays because we are only allowed four librarians at our branch"

"On Saturdays, we are OK with three staff; but weekdays/school days we need four to cover programs, breaks, Closing and still keep staff & customers, young & old, safe. On seven weekdays/ school days over the last three months, we functioned with only three."

"QH needs so many staff members due to the ongoing teen issue (30-60 teens in the building at the same time on a daily basis). There need to be at least two staff dedicated just to herding the teens. Then another at the reference desk and another at the customer service desk. The children's librarian is also dealing with a high volume of children and caregivers all day. I cannot remember a time in the last three months I was at QH (Nov 2023-Jan 2024) when we had 5 full time staff members on premises. We regularly had only 4 people scheduled a day with frequent callouts, FMLA, etc. Saturdays were only 3 people a day. At least once we functioned on a Saturday with only 2 people. It got to the point where staff members were afraid "we'd get in trouble" for requesting coverage if we had at least 3 people in the branch."

"The staff was harried and rushing. We have very few incidents."

Queens Library Guild, LOCAL 1321

DC 37, AFSCME, AFL-CIO
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Union Awards Children of Three Members with College Scholarships

The seventh annual Queens Library Guild, Local 1321 scholarships were recently awarded to children of three members.

The Local's 2024 Scholarship Committee screened excellent candidates for the scholarships. Everyone who applied had credentials that made the award decisions difficult. The Committee agreed that all applicants should be proud of their accomplishments and wished everyone success in their academic ventures.

In seven years Local 1321 has given \$33,500 to 18 of members' children to help them attain their educational dreams. Congratulations to all the winners of this year's scholarship. We look forward to helping our children next year.



Nafees Abdullah, child of Monira Sultana, Central Circulation, won the \$2,500 undergraduate scholarship.



Eric Cui, child of Enyan "Annie" Wang, Finance, won the \$2,500 graduate scholarship.



Malachi Levinson, child of Justin Levinson, Rego Park, won the \$500 Kane Noel Book Award.