



Appendix A

CHRONOLOGY OF JOB ACTIONS, 1966 - 1975

Note: In the sources consulted for this period, no citations were found of particular job actions taken in special libraries. Job actions taken by local school district employees involving school librarians were omitted unless significant clauses pertaining to librarians were part of the settlement. No such job actions were mentioned in the sources consulted.—ed.

PUBLIC LIBRARIES

1967

March 12-13 Chicago Public Library Employees' Union, Local 1215, District Council 19, AFSCME called a strike for March 13 which was averted the evening of March 12, when Mayor Daley met with union and board officials. Library administration agreed that the union has a right to represent its members in the processing of grievances, and the right to submit suggestions for improvement in personnel practices.

See Guyton, Theodore L. Unionization: The Viewpoint of Librarians. Chicago, ALA, 1975, p. 27; and "News: Strike Threat Canceled at Chicago Public Library," *Library Journal* 92:1398-99, April 1, 1967.

June 24 Approximately 300 professional and nonprofessional members of the Librarians' Guild, Local 1482, District Council 37, AFSCME picketed the Brooklyn Public Library protesting alleged administration reluctance to give the union a dues check-off system, to establish grievance procedures, and to recognize replacement of the Brooklyn Public Library Staff Association with the Librarians' Guild as the employees' representative. Terms of first union contract approved in September 1967.

See Guyton, Theodore L. Unionization: The Viewpoint of Librarians. Chicago, ALA, 1975, p. 21; "News: Brooklyn Library Staff Pickets in Protest." *Library*

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- Journal* 92:2493, July 1967; and "News: Brooklyn Trustees and Union Approve Contract," *Library Journal* 92:2981-83, Sept. 15, 1967.
- July 17 Ruth K. Robbins, employee of the New Orleans Public Library, was reinstated (although penalized with a 120-day suspension without pay) for "encouraging a sabotaging of the work of the cataloging division through deliberate slowdowns and feigned sickness." See "News: New Orleans Librarian Reinstated, but Penalized," *Library Journal* 92:2698, Aug. 1967.
- 1968
- February 3 Picketing by professional librarians was called off when the director of the Brooklyn Public Library agreed to rescind reprimands of three union officials of the Library Guild who had signed a letter printed in *Library Journal* critical of the library's administration. Administration later agreed to statement affirming the right of union officials to express criticism publicly.
See "News: Union Wins in Brooklyn Dispute," *Library Journal* 93:933, March 1, 1968; and "News: Brooklyn Library and Union Agree on Statement," *Library Journal* 93:1398, April 1, 1968.
- Spring Professional and nonprofessional staff of the Queens Borough Public Library, members of Librarians' Guild, Local 1321, District Council 37, AFSCME, conducted a demonstration protesting delaying tactics by the administration in negotiation of union contract.
See Guyton, Theodore L. *Unionization: The Viewpoint of Librarians*. Chicago, ALA, 1975, pp. 22-23.
- August 22-
September 2 The Library Unit of Local 1675, AFSCME (Contra Costa County, Calif.) went on strike in a dispute involving demands for salary increases, better fringe benefits, and recognition of the right to strike. Strike was settled Sept. 2 when County Board of Supervisors approved a 2½ percent raise for workers in low-paid

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classifications and recognized unit's right to bargain. See Vignone, Joseph A. *Collective Bargaining Procedures for Public Employees*. Metuchen, N.J.; Scarecrow Press, 1971, p. 16; Huish, Lois, *et al.* "News: Report from the Picket Line," *Library Journal* 93:4107-12, Nov. 1, 1968; and Guyton, Theodore L. *Unionization: The Viewpoint of Librarians*. Chicago, ALA, 1975, p. 34.

1970

February 18 Strike threat was made by the Municipal Employees Union against public libraries in Brooklyn and Queens, New York. Administration agreed to negotiate in order to avert strike.

See *New York Times*, Feb. 19, 1970, p. 59, col. 3.

March Strike threatened by New York maintenance workers, attendants, and technicians (including those working in libraries), members of District Council 37, AFSCME, who were demanding salary increases and better fringe benefits in a two-year contract.

See "News: Strike May Close NY Libraries," *Library Journal* 95:1269-70, April 1, 1970.

March 13-15 San Francisco Public Librarians' Guild (Independent) participated in a three-day city employees' strike led by Local 400, SEIU. Main library and all but three branch libraries shut down; other facilities were picketed by librarians. Strike ended when Mayor Alioto granted a cost of living increase and agreed to establish a salary-increment plan and to recognize collective bargaining rights. Librarians' Guild joined Local 400, SEIU in May 1970.

See Tatko, Dan. "Organizing the Public Library," *Booklegger Magazine* 1:5-11, May/June 1974; Guyton, Theodore L. *Unionization: The Viewpoint of Librarians*. Chicago, ALA, 1975, pp. 31-32; and "News: Librarians Hit the Streets in San Francisco Strike," *Library Journal* 95:1794, May 15, 1970.

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1971

- August 1-2 Approximately 70 of the 120 professional and non-professional employees of the Berkeley Public Library, both represented by Library Employees' Union Local 2077, AFSCME, went on strike and picketed over issues of wages, the wording of the library's affirmative action program, and the library's grievance procedure. All branch libraries were closed and service was curtailed in the main library. Agreement to 5 percent wage increase terminated strike.
See Guyton, Theodore L. *Unionization: The Viewpoint of Librarians*. Chicago, ALA, 1975, pp. 24-25; and "Of Note: On Strike," *American Libraries* 2:771, Sept. 1971.

1972

- Spring Public protest was launched by coalition of two AFSCME union locals, Chicago Public Library Employees and City of Chicago Employees, against continuation of wage freeze. Protest ended when Mayor Daley agreed to grant retroactive step and longevity increments to library employees affected by the freeze.
See "News: Chicago Library Union Wins Retroactive Pay," *Library Journal* 97:1376, April 15, 1972.

1973

- February Sixteen custodians, members of Local 627, SEIU, struck Public Library of Youngstown (Ohio) and Mahoning County. Library staff cooperated in this effort by Local 627 to gain recognition by the administration; three branch libraries were closed. Out-of-court settlement was reached after the library sought injunction against the strikers.
See "News: Library Strike—A First—Closes Three Ohio Branches," *Library Journal* 98:681, March 1, 1973.

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August Threatened strike against the Ramapo Catskill Library System (Middletown, N.Y.) was postponed for mediation. Library employees who were members of the Orange County Chapter of the Civil Service Employees Association wanted a \$600 raise, a 6 percent annual increment, and an agency shop. A new contract was accepted by association members.
See "News: NY Library System Strike Postponed for Mediation," *Library Journal* 98:2384, Sept. 1, 1973.

1975

October Female employees of the Stanislaus County (California) Public Library went on strike in observance of "Alice Doesn't Day." The women lost one day's pay.
See "News: Women Strike in Stanislaus County," *Library Journal* 100:2287, Dec. 15, 1975.

ACADEMIC LIBRARIES

1972

April 26 Librarians at the University of Chicago, attempting to form a local of National Council of Distributive Workers of America, conducted lunch-hour picketing. About forty people were involved in this protest of the university's alleged attempt to squelch organizing.
See "The Month in Review—Special Reports: There Was a Union Maid," *Wilson Library Bulletin* 46:878-79, June 1972.

June The 35-member University Federation of Librarians, Local 1795, AFT (Berkeley, Calif.) joined 1800 other nonacademic employees, members of AFSCME locals, in a walkout against University of California called by the Building and Construction Trades Council of Alameda County (AFL-CIO). Demands included agreement on a grievance procedure culminating in binding outside arbitration, salary and benefit increases, and tenure. Two librarians in the picket line were sprayed with mace; strike led to greater camaraderie between union librarians and members of the

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support staff union, Local 1695, AFSCME. Dispute settled June 22. Librarians received 10 percent wage hike; other academic employees received 9 percent or less.

See "Personnel: Library Unionization Fronts," *Wilson Library Bulletin* 47:132-34, Oct. 1972; "News: Berkeley Librarians Union Supports Striking Workers," *Library Journal* 97:2516, Aug. 1972; Hohen, R. Philip. "Berkeley Strike Info" [letter], *Library Journal* 97:3095, Oct. 1, 1972; "News: Berkeley Strike Scoreboard: Salaries Climb Ten Percent," *Library Journal* 97:3532, Nov. 1, 1972; and "News: Berkeley Librarians Win Substantial Benefits," *Library Journal* 97:2797, Sept. 15, 1972.

1973

Summer

Patricia Henning, head reference librarian at Drexel University Library, was dismissed following an incident in which she and several other librarians stayed out of work rather than cross a picket line thrown up by nonprofessional members of the library staff.

See "News: Drexel Librarian Dismissed Following Strike Action," *Library Journal* 98:2223, Aug. 1973.

September

A strike by the employees of the catalog department of the Columbia University Library and by other service workers, all represented by a Drug and Hospital Workers Union local, was settled when library employees of the catalog department received a three-year agreement for wage increases.

See "News: Columbia Strike Settlement," *Library Journal* 98:3218, Nov. 1, 1973.

November 6-18 Brown University Library support staff, members of Local 134, SEIU, struck the library after a 56-12 vote protesting inadequate salaries, an increase in work hours, and other issues. There was some student support and although the library remained opened, it was mostly empty. Strike ended when the union agreed to its first contract, which included salary increases of 13 percent.

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See Flanagan, Leo N. "A Sleeping Giant Awakens: The Unionization of Library Support Staffs," *Wilson Library Bulletin* 48:491-99, Feb. 1974; and "Library People: Brown U. Strike Settlement: Across the Board Benefits," *Library Journal* 99:724, March 15, 1974.

December-
January 1974 The Syracuse University Library's non-professional workers, members of SEIU Local 20, struck the library December 5. Strike resulted from dissatisfaction with wage scales and overtime pay.
See "In the News: Syracuse University Strike," *American Libraries* 5:120, March 1974.

LIBRARY OF CONGRESS

1971

June-July Picketing, work stoppages and slowdowns were conducted by black employees of the Library of Congress, members of the Black Employees of the Library of Congress, to protest LC's earlier firing of 13 black staff members for participating in a sit-in in the Thomas Jefferson Reading Room. This sit-in had been called to protest alleged discriminatory practices at LC.
See "News: Thirteen Fired by Library of Congress," *Library Journal* 96:2415, Aug. 1971; and "News: Protests End at LC: Congress May Probe Charges," *Library Journal* 96:3061-64 ff., Oct. 1, 1971.

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