



APLE Matters

April - May 2009

Association of Public Library Employees, UAW Local 5242

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APLE Officers:

Co-Presidents:
David Lutz
David Topoleski

Secretary/Treasurer:
Linda Koss

Negotiators:
Patricia Crosby
Tom McDonald
Brian Nichols

Trustees:
Lydia Cousino
Patti Lusher
Michelle Thomas

APLE Website

www.orgsites.com/oh/aple

Officers' Column

What, Me Worry? – part II

In the last issue of APLE Matters, we talked about Lucas County's poor employment rate, the State Budget and the possibility of the revaluing property values. Well, here we go again.

We interrupt this month's Officers' Column for this important moment of recognition! As you may have already read or been told, APLE Co-President David Topoleski has been named the new Manager of the Business Technology Department. Reports indicate that Mr. Topoleski was not under any signs of duress and went of his own free will.

David has served APLE for many terms as Co-President and the membership is grateful for his years of work. David has represented our members in an outstanding manner through their contractual grievances. He has been a Negotiator at the bargaining table and made sure that our Contract is beneficial and progressive for APLE members.

David can also be proud of his work with the APLE-Administration Team and now the Library Cooperative Team. The team effort at TLCPL has been a major undertaking and David has been making sure that communication, cooperation and trust are supported by all involved.

So as David leaves our ranks to pursue his new life as a manager, APLE wishes him all the best. David is proud of his work and was proud of his union membership.

Thank you David for all that you have done.

Three Smart Chicks in a Car



Once again, APLE sponsored a vehicle for the 2009 Race for Literacy event which benefits Read for Literacy. This is APLE's third year of participation and the team of Michelle Thomas, Lori Witham and Amy Hartman brought home the colors with a first place finish! If you have not read Amy's terrific email on the race, you should take a look – check your inbox.

APLE Meeting Minutes - March 2009

Meeting brought to order.

Minutes of last meeting approved.

Treasurer's Report

Committee Reports

Free the Genie II—Broken into two parts. One, Staff Support for Each Other, has gathered information on staff experts/people of interest and will work to make that available soon. The other FTGII is working on bringing up staff technology literacy.

Wellness Committee has a meeting coming up. They are coming close to completing the cookbook (summertime). There is a contest for cover art coming up soon. Good progress has been made in committee work, and members want to keep up the momentum. Michelle Thomas has been honored with a Legendary Service award for her work on the Wednesday Wellness postings. Staff Development Day will have a Wellness Committee presence.

Security Committee: They had a meeting March 10th. Clyde and Margaret decided that the guidelines needed a revamp. The county prosecutor felt that points 1-14 should not be in the eviction section, since they were not prosecutable. We will keep 15-24, which involved law breaking. Misuse of card will be moved to the code of conduct section. There will be two subcommittees, one for eviction and one for code of conduct. The full committee will meet by the end of April, and its recommendations will be sent to the board in June. (Editor's note: since this meeting, it has been decided that misuse of card issues will be enforced through the Circulation Policy)

Discussion of new rule, whereby IT is not allowed to look at computer use records, and why this is. We discussed the need to look at records for security reasons, especially to identify troublemakers. Without this capability, branches would be at a disadvantage. We should explain why we want this new rule rescinded. We may need to communicate to see whether this has been abused by staff, and tying up IT.

Children at library after closing—TPD will no longer respond to this, and we can't call CSB. We are unsure what we can do. Branch people are staying with kids, and getting return time.

Home Page Committee: Adding LIL, Main phone numbers, and Ask a Librarian e-mail.

Classic Catalog upgrade: Beta is in test will be brought to patrons on Tuesday of National Library Week. Discussion of fixing bugs, like limiting problems.

Presidents' Report

Library/APLE meeting (February). The Corrections Outreach position will not be partly funded by Lucas County, so it will stay empty or get filled half-time. APLE will continue to advocate for this position to continue full-time. The Outreach staffing level was discussed.

Staff meetings: Some agencies have real problems holding them. The contract stipulates that they should be held five times a year. APLE strongly reiterates this need.

Ergonomics: Bruce Sibberson will speak on this in the 2nd quarter.

Contract printing: will be published soon.

LCT meetings: Discussed having substitutes without voting rights in attendance; this was voted down. However, observers are encouraged to attend and see what's done. The Letter of Understanding was presented to the Library Board. A consensus fact sheet was developed, with arguments for consensus decision making. We hope to see it used in all committees. Lydia discussed how to request facilitators for committees. APLE strongly supports the use of facilitators where needed.

Jeanne Goodrich Survey: Fifty-eight people responded to the survey. 58% said that processing was getting better; 14% said it was getting worse. Areas of concern listed were: labeling and editing. We urge APLE members to attend the Tech Service tours now being offered. It counts for two hours of training.

Self-checkout will start in Oregon. See your e-mail on this. The administration assures us that public service will be the first priority in any self-service actions.

Internal communications: David Lutz expressed disappointment to the board on the communications re: the Sylvania Branch. Also, there was a lack of notification on a February job announcement to general APLE members. More communications should be spread to "all" before going to the media. On the plus-side, the email from Mr. Scoles on property revaluing was a good piece of communications, as was the communications from Cathy Bartel on the self-checkout timelines.

New Business

OLC Legislative Day: The Library had good meetings and good gifts (funded by the Friends of the Library) for the legislators. About 25 TLCPL people attended.

Amazing Race for Literacy: There was a call for volunteers. Team sponsorship is \$150 per car.

Professional Development Advisory Committee: David Lutz and Nancy Foth are co-chairing. Ms. Foth will be adding two managers to the committee.

Training summary survey: 50% of APLE membership participated. The results of this and the security survey were discussed.

Next Meeting: May 15th

Meeting adjourned.

One More Goodbye

Next month, David McClellan, President UAW Local 5242 will be retiring. David McClellan has been with APLE since the beginning. He has been a valuable asset during grievances and negotiations. His door has always been open to APLE officers for guidance and support. You may have never met him, but his presence has always been felt. He was even responsible for encouraging the Library Board to start the team initiative.

David, APLE thanks you for all that you have done and wish you the best during your well earned retirement.

Life in the Trenches by Linda Koss

True story: a man came to the reference desk, looking for a directory of Toledo-area businesses. I showed him the wonders of the Reference USA database, how you can create your own mini-directories to download and take home, etc. When I told him he could get it at his branch or home, he told me that he had driven in from a town in Oakland County, Michigan, about two hours away. My heart sank. Sure enough, I looked up his library's web page, and found out that he could have gone to a library four blocks from his home and gotten the same information. He assumed they wouldn't have such in-depth information on Toledo businesses, and his library had never tooted their own horn enough to let him know.

You need a shriveled imagination to not think the same thing happens in reverse. How many patrons have no idea of the treasures that they can use in their own homes--and that TLCPL paid thousands of dollars to access? This ignorance is nationwide, and it's aided and abetted by library leaders. When newspapers and media outlets run stories in which *libraries=books*, and *electronic information sources= Google*, library leaders rarely dispute them, either in the body of the story or in letters to the editor afterwards. We never have media campaigns highlighting our electronic resources, not because library marketing people aren't clever enough, but because libraries and librarians don't see the potential in hustling our easy-to-use, versatile products.

At a time when we are striving to show our economic contributions to the Toledo area, we can't do better than to run a campaign showing off the Learning Express Library, a site that helps prepare for dozens of tests—GED, job and workplace skills, interviewing, and college placement. I showed it to a woman from a nonprofit group that tutors children, and she was thrilled to know that she could access it for the children she tutored, free-of-charge and right in her office. When businesses are starving for customers, we have a Reference USA database that shows new businesses and another one that lists all the new people who have moved into a zip code, city, or county. Librarians look at it and see a source for looking up a single name or business, but college prospect researchers, business people, and community leaders see a potential source of information on wealthy donors, new business leads, or new people in the neighborhood ready for recruitment. Every patron I have worked with from those groups is excited about these databases. We need a systematic way to get out the word to more people.

Teachers need to be told—on an organized and ongoing basis—that using our electronic sources is not the same as using “the internet” for children’s homework, and should not be forbidden as a homework source, something that happens shockingly often.

Part of the attraction of selling ourselves as The Book Place is that libraries still measure their success by circulation, a dumb and outmoded measure now that people want the convenience of getting information in their own homes. If they knew that they could get that convenience, along with the quality control of vetted, reliable sources from the library, we could get all sorts of users who never would ever physically set foot in our door. It’s cozy, romantic, and safe to sell ourselves as the place where parents read to their kids, but we need to shake the public out of its complacency about what they think they know about us. We could find lots of new users if we attack this with imagination. We might even save some Toledoan a four-hour round trip to another library system.

One David Left

So, David Topoleski: gone. David McClellan: going.

David Lutz, Linda Koss, Patricia Crosby, Brian Nichols, Tom McDonald, Lydia Cousino, Patti Lusher and Michelle Thomas – still here!

You still have 8 officers working just as we always have to ensure that our members receive the union representation they deserve. 8 officers making sure that your concerns are heard. 8 officers that will continue to work hard for the communication, cooperation and trust that has been developed between APLE and Library Administration.

The APLE Constitution has provisions for replacing an officer and we will begin that process shortly. As we make this transition, your APLE officers will make sure that it is seamless and transparent. The names and positions of officers will change, but the commitment to the APLE membership will not.

May APLE Meeting

Please join us on Friday, May 15 at 6 p.m. at the Sanger Branch for the last General Membership Meeting before our Summer Reading Club/Summer Vacation Break. Our next regularly scheduled Meeting will not be until September.

We'll have the latest on Library-APLE labor relations, the Library Cooperative Team and the other committees that APLE members are involved with. We'll also discuss the proposed changes to the Eviction Guidelines, Code of Conduct and the Internet Policy.

This will also be your opportunity to wish David Topoleski well in his new position.

Please join us on Friday, May 15 at 6 p.m. at the Sanger Branch for union business, news and dinner.

Please use the Staff Entrance (off of driveway, not parking lot) to enter the building.