



KCLS VOICE

The newsletter of Local 1857

November 2014

News & Events:

- Nov. 7 7:00 PM**
General Membership Meeting
Service Center - Elections for
Executive Board
- Dec. 12 7:00 PM**
Executive Board Meeting
Service Center
- Jan. 23-24th**
Council 2 Legislative Weekend

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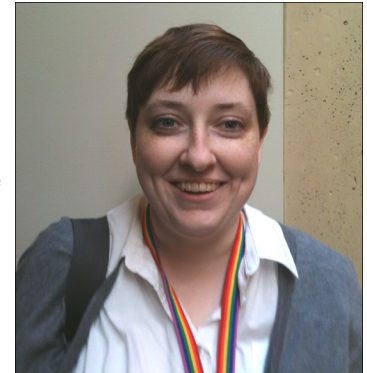
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President's Podium

Carrie Rolph, President, Local 1857



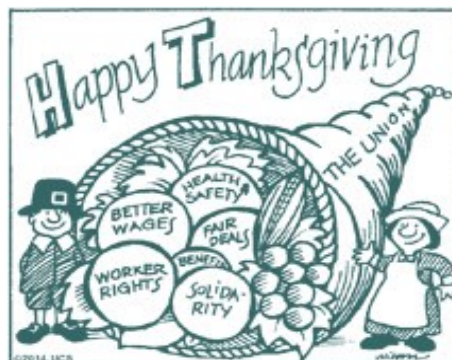
November means it's time for open enrollment. Take a look at the information in the benefits guide on the Human Resources Intranet page. KCLS added a different high deductible plan with a health savings account when we negotiated our last contract. Other articles in this newsletter highlight the types of leave available to our members, and information about FMLA - the Family Medical Leave Act, and how Library Page positions are filled and scheduled.

Local 1857 has had some big changes this fall. Diana Prenguber, our staff representative for the last ten years, retired on October 1st. Diana became the Local 1857 base unit staff rep while we were negotiating our first contract, and added the Maintenance Workers and Pages when they joined Local 1857. She led our contract teams through the next three negotiations, attended Labor/Management and Joint Labor Management Committee meetings, and worked hundreds of Friday nights during our executive board, steward, and general membership meetings.

Until her permanent replacement is hired, our interim staff representative will be Bill Keenan, Director of Organizing for Council 2.

The makeup of our executive board also changed this fall, when Cindy Richardson was elected Chief Steward for a two-year term. Cindy has been involved since Local 1857's organizing campaign and was our first Local president. She's an experienced union steward who will be a great resource for our stewards and members.

Looking ahead, next year will be a busy year, as we prepare for contract negotiations. Check future issues of this newsletter and your meeting minutes to see how you can be involved.



A Special Article for Pages

Staff Representative, Diana Prenguber

The Union was successful in changing how vacant Page hours are filled; the actual language is in Article 8.10 of the 2013-2015 contract.

First of all, Management has agreed to only hire Pages at 12 to 15 hours (not under 12 hours as before). There are still some Page positions with less than 12 hours but these positions are not being filled unless there is an extraordinary circumstance or to fill the Saturday shift in Shipping.

The process for filling Page jobs has also changed. Management shared a chart with the Union during the June Labor Management meeting on the process for filling Page jobs. When a Page leaves KCLS employment, the Manager submits a requisition in NEOGOV for permission to fill the hours, in one of the following three ways; fill the position as vacated, request to change authorized hours, or redistribute a portion of authorized hours. The Director of Operations (currently Holly Koelling) must approve the request. The schedule for the position is then posted for 7 days to all library Pages with the same authorized hours in the cluster. First consideration will be given to Pages in the same library as the vacancy. If staff are interested in the schedule the most senior staff receives the schedule and their schedule is then posted to equivalent cluster staff. If staff are interested, it is given to the most senior staff, and so on. If no staff are interested HR will advertise to fill the position.

Scheduling is a timely topic for this newsletter. Also new in the 2013-15 contract, Pages do not have to participate in the annual scheduling process. Pages who have been employed by KCLS for five years shall not have their schedules modified involuntarily to accommodate another Page. However, if a Page requests a schedule adjustment, managers are supposed to help facilitate the change.

Holiday book drop signup is supposed to be by seniority: if no one volunteers for Page slots, it could be assigned by reverse seniority. Remember, there have to be two people in the library and the temperature of the building must be within KCLS policy.

Pages get five hours per calendar year to use to replace scheduled hours that you cannot work due to inclement weather. You can also work at an alternate location, if you choose.

Voice Profile

Name: Karen Russell

Work Classification: Library Page/Page Fellowship

Workplace: Service Center Periodicals and North Bend Library

Employed: 12 years as of October 16th

Hometown: Snoqualmie currently, but I grew up in Anacortes

Hobbies: Scrapbooking, biking, hiking, camping

Favorite book: A series, The Chronicles of Narnia

Favorite movie: The Sound of Music



Union activities: Currently I'm the Page-at-Large in the Executive Board; previously I was a shop steward; I also helped Pages organize to join the Union and worked on the first Page contract.

Hopes and dreams for the library: That the library would recognize the value of the Pages and also that one day there will be more 20 hr. Page positions (because employees have to work that many hours in order to get health and retirement benefits). We did manage to get six new 20 hr. Page positions with the first Page contract and those positions have benefits -- that was a good start!

What To Do When...

Advise from our Staff Representative, Diana Prenguber

I've been asked to write about the various leaves available to our members. All leaves are covered under Human Resources Policies and Procedures (ie. the Human Resources Manual, which is on the Intranet under "Manuals") section 500.

Vacation: You can find the accrual rates in Article 11 of the contract but it is administered per KCLS policy. Vacation is part of the compensation you receive; as such, when you terminate employment, you should be paid for any unused time. Vacation leave should be approved unless others have already been approved for leave at the same time AND staffing levels will be too low for operation. Denied leave should be a **VERY RARE** occurrence. Supervisors and managers should not pressure you to withdraw leave requests. You should never lose leave hours unless you have been notified you are at a maximum number of vacation hours and do not take vacation in the given time period. Currently you get a warning from HR when you are near maximum and you can defer once. Contact your shop steward if you are at your maximum and are denied leave and it will cause you to lose leave hours. We can negotiate a solution with you and management.

Sick Leave: Sick Leave is covered in Article 10 of the contract and in Section 500 of the Human Resources Policy and Procedures. Sick leave is a benefit, not part of your compensation package. However, after five years of employment (or 10,440 hours for part time) KCLS will pay one/half of unused accumulated sick leave time when you terminate employment.

"Denied leave should be a VERY RARE occurrence."

Federal Family Medical Leave Act (FMLA) and Washington Family Leave Act: Jobs are protected under the Federal Family Medical Leave Act and the Washington Family Leave Act, both of which require the library to allow you to take a certain amount of leave without pay when you run out of sick leave and vacation leave for your own illness or to care for a family member who is ill. At

KCLS, you must use sick leave, then vacation leave and any comp time prior to going on leave without pay. FMLA requires the employer to continue medical benefits while on leave. KCLS actually offers more leave than required by FMLA because KCLS provides an additional 14 weeks of general medical leave after FMLA runs out. FMLA does not apply to Pages because they do not work enough hours in a year to qualify under the federal standard.

Bereavement Leave: KCLS offers bereavement leave for family members and domestic partners; see section 500 of the Human Resources Manual for specific amounts of time for various circumstances.

Inclement Weather Leave: Don't forget the new contract also gives you 8 hours a year to use for inclement weather or natural disaster to replace scheduled hours.

With this, I also want to tell you that on October 1, 2014, I will embark on the ultimate leave, retirement. I have enjoyed working with all of you. I am impressed and humbled by all you do, and especially by the members of your Executive Board. You will be in good hands with Carrie Rolph who is an excellent President.



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Susan Manning

Comments or Questions?
Email smanning209@yahoo.com



Newsletter Quiz

Look in the newsletter for answers to these questions:

1. Is it okay for supervisors to pressure employees to withdraw leave requests?
2. Who is the current Union representative and what's his phone number?
3. Who is our Chief Steward and what is her email address?
4. If an employee runs out of paid leave for an illness (or family illness) what law entitles leave without pay?
5. When is the next general membership meeting?

The Voice Review

Norma Rae

Burning question in your life, surely: Should you spend 90 minutes of your lifetime watching the classic union film Norma Rae? Answer: As a union member it is your heritage; you must. But fear not! There's a lot to like in this film. A list:

1. Good performance all around (Sally Fields won an Oscar)
2. Complicated yet likeable characters
3. Snappy dialogue
4. One of the best marriage proposals (and acceptance speeches) on film (and there's a sweet love story for old romantics)
5. Nothing for you action addicts, sadly, unless you count a dive into a bin of cotton fluff
6. The poetry of the opening credits and music is well worth the price of admission (3 minutes of your time)
7. Perfect viewing during a cold, rainy day (the story unfolds during summer-time in the south)
8. Beau Bridges when he was so young and dopey-cute
9. Pat Hingle as Norma's father (fun fact: he went to college on a tuba scholarship)

Word to wise: Pause at scene #17 and get yourself a plate of cookies, your knitting, your wood-whittling kit, etc. in order to get through the next 15 minutes; it's a slow, dark, ugly, tedious time (union organizing: not really very fun) and you'll need distraction.

Now you're wondering if you'll learn anything useful about unions, such as how people go from hiding behind doors to realizing that together they have power? Truth: no help there. This is an inspirational story, a character study, even a romance much more than a union story. But that's okay, because we have our own union story and we went looking for the labor organizers rather than waiting for them to come rescue us. Stand proud.

