

## **SRRT Action Council II**

Atlanta

June 17, 2002

### **Present:**

Laura Loltutsky, Yvonne S. Farley(West Virginia State Affiliate), Tom Twiss; Marie Jones(Alternatives in Publication Chair), Al Kagan (SRRT Councilor), Mark Rosenzweig(Action Council), Rory Litwin(Action Council), Aureole M. Johnstone, Rachel Stein, Cathy Bremer, Monika Antonelli, Tom Wilding (ALA/APA Representative), Gloria Leonard (ALA/APA Representative, Councilor-at-Large), Carole J. McCollough (Coretta Scott King Award Task Force Chairperson), Mary Biblo (ALA Councilor), Herb Biblo (ALA Councilor), Elaine Harger (Action Council), Fred Stoss (SRRT Coordinator), Michael Santangelo (SRRT Secretary).

## **MINUTES**

### **Coordinator's Report:**

Fred mentioned that groups planning to have meetings in ALA Annual 2003 in Toronto ought to hand in the appropriate forms to OLOS. Fred said the sooner Task Force chairs hand in forms, the more time this will allow Tanga Morris to make logistical arrangements. Fred also suggested that Task Force chairs go to Canadian Library Association Booth to find co-sponsors for programs.

Fred also questioned whether it would be of worth to have a conference planning page on the SRRT web site, which would alleviate some of the conflicts amongst SRRT Task Force programs at Annual.

### **Councilor's Report:**

Al Kagan, SRRT's representative to ALA Council, reported that the last ALA Council meeting was consumed with questions relating to that of ALA's APA organization. Al said much of the debate surrounded the issue of the initial transition. Al reported that the APA committee did not introduce a comprehensive plan to the ALA Council, a plan that they were directed to have ready by Atlanta. Al indicated to the SRRT Action Council that he was planning to vote against the resolution.

AL's report lead to a discussion of the ALA/APA proposal. Mark Rosenzweig raised questions regarding APA's set up, especially concerning the 501C3 status, union advocacy, and alternative possibilities besides the current proposal. Rory brought up the suggestion that SRRT look into the exact legal language that defines the differences between 501C3s and 501C6s, and Rory also suggested that SRRT contact a labor lawyer to ask further questions regarding salary representations.

### **Resolutions:**

1. Tom Twiss reported on the status of the SRRT resolution concerning the destruction of Palestinian libraries. Tom said that once again there was not a quorum at the membership

meeting, especially due to the fact that many members could not find where the meeting was held.

## 2. GATS Resolution.

Monika Antonelli, ALA Councilor-at-large, brought up GATS resolution from International Relations Committee, which was seeking a SRRT endorsement. Monica, and SRRT member, Fiona Hunt, attached a SRRT section to the resolution as another resolve. Al Kagan moved to that SRRT endorse the resolution, and Mark Rosenzweig seconded the motion. Motion carried unanimously.

In conjunction with the GATS resolution, Mark made a point that SRRT has an obligation to add a grassroots component to the campaign to raise awareness concerning the possible affect that the GATS agreement could have on public and cultural institutions, most specifically public libraries. Fred Stoss suggested that SRRT set up a temporary committee to look into organizing a grassroots campaign. Mark made a motion to set up an ad hoc committee on the WTO/GATS agreement and public services. Al seconded the motion. Motion carried unanimously. Fred and Al also advised SRRT to invite other groups to participate in our awareness campaign.

## 3. SRRT endorsement of GODORT resolution concerning current federal government action to censor government documents.

Fred emphasized that this is a document with which SRRT will want to be involved. Mark raised the question of whether SRRT can endorse in principle, and give Al the power to endorse the GODORT resolution on behalf of SRRT when the resolution is finally given to the ALA Council. Rory stated that Al already has this authority. Al mentioned that he would still like Action Council's approval. Mark made a motion to provide Al with SRRT approval to endorse such a motion. Rory seconded the motion. Motion carried.

### **New resolutions:**

No new resolutions were brought up at Action Council II

### **Task Force Reports:**

#### Alternative in Publications:

- Hosting Free Speech Buffet that night, at which they will be presenting the Eubanks award
- Called for nominations for next year's Eubanks award
- Working on creating a tips worksheet for librarians wanting to get alternatives into libraries.
- Creating a bibliography of alternative materials
- reminded SRRT Action Council that next year will be the 30<sup>th</sup> Anniversary of the Alternative Press Center's establishment in Toronto.

#### Hunger, Homelessness, and Poverty:

- Reported on success of program in Atlanta, approximately fifty people in attendance



-Planning program for Toronto on services to the homeless, tentatively called "You don't need an address to get a library card"

#### International Relations:

-Planning program on USA Patriot Act for Toronto: program will particularly have a university angle. Mark mentioned the recent establishment of a group by Lynn Cheney to investigate those deemed "unpatriotic" on America's campuses.

-Planning big party for Toronto. Will particularly have a Cuban theme, in which SRRT members will be able to meet up with Cuban librarians, who have been denied visas before to come to the ALA Annual Conferences held in the US.

Al mentioned that perhaps the party could be a SRRT event, and not just an IR event. AIP Task Force chair commented that if the event was going to be a SRRT event, then organizers needed to be certain not to schedule event during other Task Force celebrations, such as Women's night out or Free Speech Buffet. Fred said if it was made a SRRT event, it could get a line in the SRRT budget.

#### Task Force on the Environment:

-Planning two programs for Toronto

-First on environmental education

-Second would be a report on the UN Sustainable Development program in Johannesburg.

#### State Affiliates:

Yvonne Farley, representative from West Virginia Social Responsibilities Round Table, reported on an event that the West Virginia Library Association had in the spring in connection with Mitch Freedman's ALA Pay Equity Task Force.

Al Kagan, representing Illinois Social Responsibilities Forum, reported that although relatively new, the forum's attendance was growing and, in the future, would possibly seek affiliation with SRRT.

#### Progressive Librarian's Guild:

Planning on coming up with an award for writing for a library school student. The award would include a cash prize as well as publication of paper in PLG publication. The award was seen as an added way to promote and publicize PLG's existence in the field.

At this time, SRRT entertained two members of ALA Council's **ALA/APA Committee**. The Councilors were Gloria Leonard and Tom Wilding. They came to explain the specifics of the ALA/APA organizational structure, as well as 1) answer any questions SRRT Action Council members may have regarding the proposal 2) take back questions and points that they are unable to address to the committee.

Following is a summary of some of the important points made by Action Council members. It is by no means a comprehensive reporting of all points made.

Gloria and Tom re-iterated some of the basics of the APA set up. That it would consist of two components: 1) certification/external relationships 2) pay equity. They said there

would be numerous task forces, a 2 to 3 year transition period, and the current councilors of ALA would have dual roles in the APA. The funding would be at about \$200,000 for the first two years, and the money will be loaned to the APA by ALA. The repayment of the loan will commence the second year of the program at a fair market rate. The possible revenue streams for the APA include the following certification schemes: application fee for someone participating in Public Library Administrators, an examination fee, and re-certification fees.

Questions:

Fred Stoss asked if the APA exists as a real legal entity. The answer was yes. Fred asked by whose authority. By the ALA Council of Midwinter 2002. Fred asked why is the APA starting with certifying administrators. Gloria and Tom answered that this would be the prime mover. Fred asked if ALA could have done this already. Gloria and Tom answered that ALA accredits programs and libraries not people, for their 501c3 status does not allow ALA to accredit individuals. Fred: why have ALA and ALA-APA. Gloria and Tom responded that they would like people to still see the APA as connected to ALA and maintains that the APA will continue to reflect the values of ALA.

Yvonne Farley asked about other groups who have done this. Gloria and Tom answered the American Psychological Association.

Al Kagan asked about who will issue certificate to individuals: the place giving the course or will ALA-APA? Gloria and Tom that the individual institution may issue certificate following examination or, if the individual wishing to be certified directly applies to ALA-APA to take the exam, the ALA-APA will issue the certification. Tom and Gloria also added that library schools were not the only agencies that could issue exams and give certifications, but other continuing education entities could as well.

Mark Rosenzweig raised the point that this could have the possibility of undercutting the existence of library schools and this could push the scenario in which no MLS was needed to fill many librarian jobs. Gloria and Tom responded that an MLS was needed to take the exam.

Herb Biblo commented that he was worried that in the transition to the c6 statute, the salaries part would be dropped and only the certification part would continue in existence. That ALA seemed more concentrated on the certification component. Tom and Gloria said the c6 status was necessary to start salary discussions.

Many SRRT members asked how ALA-APA would help us get better salaries. Tom and Gloria said ALA-APA will be able to go beyond talking and go out and advocate. There will also be toolkits for librarians to use to advocate for themselves.



Rory Litwin asked about a discussion at Midwinter 2002 that other ALA revenue generating resources, like publishing and conference revenue, be put under ALA-APA. Tom and Gloria acknowledged that this was an early idea but was thrown out by Council.

Fred commented that he saw this move not for the members of ALA but as the ALA Executive Board pushing its agenda. He asked why not just make ALA itself a 501c6 institution. Tom and Gloria responded that a 501c6 is not tax deductible for its members.

Rory asked what was the rationale for believing the ALA membership would not want to change from 501c3 to 501c6. Gloria responded that this was not driven by the ALA Executive Board. Rory asked what portion of the ALA-APA budget would be for the better salaries advocacy. Tom responded that it would be \$40,000 towards Mitch's initiative.

Herb asked that while the task forces set up to investigate other professional organizations made much attention to the American Psychological Association model, did they not consider models like the NEA or the different Nurses' organizations, in which state chapters became unions. Tom and Gloria said there was apprehension that better salaries would get mixed up with library advocacy.

Mark thanked Gloria and Tom for the specifics and answers given to SRRT's questions. Mark commented on the paradox of better salaries versus certification.

Gloria and Tom made a comment that certification is voluntary.

Fred added that SLA and MLA have been doing this for a while.

Al commented that there were other continuing education programs around, so is there a need for more. Al said we must consider the theoretical idea of the necessity of continuing education certification versus the need for actual training. Al said there also existed the issue of trust between ALA Council and its members. He commented that at the first council where ALA-APA was suggested, there was a resolution passed calling for a plan to be presented at annual concerning ALA-APA. But a plan was never presented. There was some documentation concerning ALA-APA, but it was not the plan promised. Al commented that Mitch Freedman was very active on the part of the workers during the strike at the Marriott Hotel in San Francisco, while the Executive Board looked very anti-union. If we perceive our own organization as anti-union and we have a better pay initiative, where is the trust on the part of the membership towards the ALA Executive Board, which is so emphatic about the need for the ALA-APA. Gloria commented that the external relations board has brought Ray Markey and AFSCME on board to the idea of ALA-APA and to the better salaries component. Tom and Gloria responded to Al's comment concerning the plan for ALA-APA, and that a detailed operating-plan was sent to council although it was not labeled as such. The plan addressed all elements of the operation with a fair amount of detail. Al said that no one on council ever said anything about it and the plan was not brought to consideration. Tom and Gloria said that it was not a document that needed to be considered or approved.

*and questioned whether there*

At this point, Fred called for a motion to extend the meeting by 15 minutes. A motion was called and it passed unanimously.

Carole brought up the point of education versus training, which seemed to be clouded by the political.

Yvonne commented that her biggest goal was to see ALA more active on the part of librarians. She asked if ALA-APA have the potential to do for librarians what other organizations do for their members? Tom and Gloria said yes but council has to tell ALA-APA to do it and put expectations on ALA-APA to carry out council's directives.

Herb commented that, like Al said, it is a matter of trust, and, if ALA does go through with the ALA-APA implementation, ALA needs to do it correctly and make sure it is right before it is "in concrete".

Monika Antonelli asked to the SRRT group about what needs to come out of Council to make this do what we want it to?

Rory reminded the group not to necessarily throw out the possibilities that seem impossible, especially the concept of switching all of ALA to a c6 status. Rory said for him the day-to-day ALA-APA set up was hard to conceptualize, and he feared a loss of control by membership of the ALA-APA. Rory suggested that a simpler idea might be better.

Al commented that this idea has not been adequately presented to the membership and thus there is no membership component to the decision. Since there has not been a membership quorum in a while, and in view of the new proposal to lower the number to meet quorum, perhaps the ALA-APA proposal needs to be re-addressed in front of a suitable membership meeting.

Elaine said that SRRT needs to ask more questions relating to the division between the items that will be acted upon by ALA Council and the items that will be acted upon by ALA-APA Council.

Members thought of the following questions: could committee members on ALA-APA not be members of ALA and does the ALA Constitution apply to ALA-APA now. Someone commented that bylaws don't transfer. Rory emphasized that SRRT members not assume parallels.

Herb commented that there is a problem of addressing all issues, especially democratic issues. Elaine concurred that now is the time to get through all issues of ALA Council and ALA-APA and that it behooves the transition team to allow the time it takes so everything goes through correctly.



Fred thanked our guests, Tom and Gloria, for coming to Action Council II to discuss SRRT members' concerns. Tom and Gloria thanked SRRT for the points that were raised, and they then left the meeting. Members moved on to old business.

### **Old Business**

New liaisons needed for Literacy Assembly.

Rory discussed his bylaws committee and the changes they wish to make in the SRRT bylaws. Rory said he was unable to get the changes in American Libraries or in the mail to SRRT members at least one month before the conference. He said they would be ready by Midwinter. Rory mentioned the issue of the Assistant Treasurer. He said this could be discussed on the SRRT listserv. Fred suggested the bylaw changes could be published in the SRRT newsletter.

Rory went on to mention changing SRRT's mission statement to read less ambiguously. Elaine agreed and said, although the statement says SRRT goal of social change, it does not specify the manner in which SRRT wished social change to occur. Mark commented that Rory's committee needed to have conversations first with SRRT Action Council members and decide what it wants to show the membership. Elaine added to Mark's statement that changes in bylaws require a vote by the membership and need to be presented at a membership meeting. Fred added they could be sent out on the ballot. Rory said Action Council needed to vote to put it on the ballot. Fred advised Rory to be careful with this. Al said that the Action Council could look at the proposal for the new mission statement and then put it out to the members. Rory said a new mission statement would give SRRT the opportunity to inspire ALA members. Mark concurred and said it would help attract new people. Herb commented that this might be breaking ALA's open meeting policy. Rory said that it did not, for no decisions were being made electronically and all decisions were either going to be made at either Annual or Midwinter. Elaine stated that, according to the Committee on Organizations, what Rory is talking about is not a meeting and that it is legitimate for two people engaged in ALA business to communicate between meetings. Al reiterated that no decisions would be made between meetings. Rory commented that meetings were formal and discussions were informal.

Fred called for another motion to expand the meeting by 15 minutes. There was a motion to expand, and it carried unanimously.

Rory expressed the need to expand the Bylaws Committee to get more people working on it and to get more input. Elaine asked about a time schedule for the new proposals, was it Toronto or Midwinter. Rory said by Toronto. Rory made a motion to expand Bylaws Committee to a committee of four people. Mark seconded the motion. There was no discussion and the motion carried unanimously. Rory then requested volunteers.

### **New Business**

During New Business, Fred announced the new SRRT officers. He put a motion to approve the slate of new officers, Rory Litwin as SRRT Coordinator and Michael Santangelo as SRRT secretary. The motion was seconded and carried unanimously.

At this point, Rory took over the meeting as the new coordinator.

Fred gave remarks to those present about how much he enjoyed his time as SRRT Coordinator and thanking everyone for their help and support. He wished Rory luck.

Rory asked if anyone had anything else to add. He then called for a motion to adjourn the meeting. A motion was called and seconded. The meeting adjourned at 5:40pm.