

54.11

AMERICAN LIBRARY ASSOCIATION

*adopted as amended  
Jan 22 1980  
ALA Council*

COLLECTIVE BARGAINING  
Statement of Policy\*

The American Library Association recognizes the principle of collective bargaining as one of the methods of conducting labor-management relations used by private and public institutions. The Association affirms the right of eligible library employees to organize and bargain collectively with their employers, or to refrain from organizing and bargaining collectively, without fear of reprisal.

STATEMENT OF GUIDELINES RELATED TO THE ABOVE POLICY

The membership of ALA consists of persons, libraries, and other organizations interested in libraries and librarianship, thus including employees, employers, and individuals and institutions which are neither library employees nor employers.

*5/26/81  
as revised*

The ALA recognizes its national, occupational, and professional responsibilities to educate and provide pertinent information to concerned groups regarding library unionization and collective bargaining. No one pattern or organization for library collective bargaining can be recommended for all libraries. As a national educational organization, the ALA will:

1. inform librarians, other library employees, library administrators, trustees, boards of education, and appropriate officials about collective bargaining trends, methods, and techniques.
2. assist librarians, other library <sup>*union organizations,*</sup> employees, library administrators, trustees, boards of education, and appropriate officials in gathering data and information to enable them to develop better employment patterns and contracts.
3. encourage and conduct educational programs to train librarians, other library employees, library administrators, trustees, boards of education, and appropriate officials in collective bargaining, and in working effectively within contractual employment patterns.
4. encourage type-of-library divisions to develop guidelines and recommendations for the pattern(s) of organization for collective bargaining for their type of institution.

6/26/79

\*This policy rescinds ALA policy No. 54.11

Petitions, cont.

Linden Deya; Elaine Didier; Judith Farley; Harold Erickson; Howard Harris; Joan F. Higbee; Patricia Hogan, Clara O. Jackson; Diane Gordon Kadanoff; Fred Krueger; Suzanne LeBarron; Joseph Lindenfeld; Joseph J. Mika; William Miller; Mildred Lowe; William E. Morris; David Perkins; Helen Mia Thianda Poe; Gary Purcell; Alexander Sergienko; Russell Shank; Frank Schick; Gerald Shields; Betty Jo Simpson; F. William Summers; Ruth Tighe; Sharon Womack.

COUNCILOR ANNETTE SHOCKEY's letter of resignation because of poor health, was announced by President Galvin. Council expressed its regret, and concurred in President Galvin's suggestion that this vacancy can be filled in the spring election since petitions now in hand provide adequate numbers of candidates. The President was asked to send Council's concern and best wishes to Mrs. Shockey.

THE PRESIDENT's REPORT is attached as Exhibit 2.1.

COLLECTIVE BARGAINING (ad hoc) COMMITTEE REPORT (CD #13) - Exhibit 4. Gwendolyn Cruzat, Chair, submitted the Committee's recommendation for the establishment of policy to rescind and replace Policy 54.11 with guidelines to be placed in Current Reference file and to accompany the policy as it is promulgated. Councilor Lucille C. Thomas moved, with Glen A. Zimmerman's second, adoption, which the President reported was endorsed by the Executive Board. Councilor Miriam Crawford, noting that in the Executive Board's review of the proposal it was understood that ALA would disseminate information to union organizations as well as those included in the guidelines, suggested that this should be made firm in the guidelines, and therefore, with E.J. Josey's second, moved, and it was

VOTED, That the Guidelines to the proposed Collective Bargaining Policy in CD #13, be amended in point 2 to read, "assist librarians, other library employees, library administrators, trustees, boards of education, union organizations, and appropriate officials in gathering data and information to enable them to develop better employment patterns and contracts."

It was further, bearing in mind that the OLPR Advisory Committee may need to study and report further the fiscal implications of the new policy,

VOTED, That the ALA Council adopts Exhibit 4 including the Guidelines as amended as ALA Policy on Collective Bargaining.

RESOLUTION ON COUNCIL ACCOUNTABILITY (CD #7). Suzanne LeBarron, mover of the pending Resolution pointed out that further refinement of procedures might be desirable and stressed the objective of reporting to the membership Councilors' voting record. More thought was also thought needed concerning the type of votes that should be recorded and how these should be publicized, but Council concurred that the principle of the resolution should be adopted. Dean Halliwell moved to adopt the Resolution (CD #7) to strike the first Resolved, "That a method for recording the votes of all Councilors on all main motions be devised by appropriate staff for Midwinter 1979 and for all future meetings of Council; and", and to