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RESOLUTION.

- WHEREAS:** Freedom of expression is guaranteed by the Constitution of the United States, and is a right of particular interest to the library profession, and
- WHEREAS:** Librarians should be free to express controversial opinions without fear of punishment by their employers, and
- WHEREAS:** Many librarians at the University of Chicago have advocated the organization of a labor union for over two years, and
- WHEREAS:** That institution has used a variety of methods to delay an election which might result in the legal recognition of collective bargaining agents, and
- WHEREAS:** On June 15, 1973, the positions of six professional librarians were abolished by the University of Chicago Library administration on 15 minutes notice, and
- WHEREAS:** Four of these positions were held by persons most active in advocating the organization of a union, and
- WHEREAS:** Length of service, merit or other rational criteria were not used, and
- WHEREAS:** Faculty and students have indicated their opposition to the action of the library administration by the formation of committees, picketing in protest, and by massive refusal to use the library on June 25, 1973, and
- WHEREAS:** Approximately 90 per cent of the library staff refrained from appearing at work on Monday, June 25, 1973, in direct protest against the library administration's actions, and
- WHEREAS:** The defense of intellectual freedom is a responsibility of this profession, be it, therefore,
- RESOLVED:** That the American Library Association censure the University of Chicago Library.

Sharon Irvine

RESOLUTION ADOPTED BY THE MEMBERSHIP OF
THE AMERICAN LIBRARY ASSOCIATION
ASSEMBLED IN LAS VEGAS, NEVADA
Wednesday, June 27, 1973

WHEREAS, Freedom of expression is guaranteed by the Constitution of the United States, and is a right of particular interest to librarians; and

WHEREAS, Librarians should be free to express controversial opinion without fear of punishment by their employers; and

WHEREAS, Many librarians at the University of Chicago have advocated the formation of a labor union for over two years; and

WHEREAS, On June 15, 1973, the positions of six professional librarians were abolished by the University of Chicago Library administration on fifteen minutes notice; and

WHEREAS, Four of these positions were held by persons most active in advocating the organization of a union; and

WHEREAS, These four librarians have an aggregate seniority of thirty-two years; and

WHEREAS, Faculty and students have indicated their opposition to the action of the library administration by formation of committees, picketing in protest, and by massive refusal to use the library on June 25, 1973; and

WHEREAS, Approximately ninety per cent of the library staff refrained from appearing for work on Monday, June 25, 1973, in direct protest against these actions; and

WHEREAS, The defense of intellectual freedom is a responsibility of the profession; and

WHEREAS, The actions of the administration of the University of Chicago library in this matter raise serious questions of possible violations of the intellectual freedom of the librarians involved;

THEREFORE, BE IT RESOLVED, That the membership of the American Library Association directs that a full and complete investigation of the University of Chicago Library's personnel policies and procedures be undertaken immediately by the ALA Committee on Mediation, Arbitration and Inquiry, and directs this Committee to report by the Midwinter Meeting.

AND FURTHER, That the American Library Association strongly urges the University of Chicago Library administration to reinstate the six discharged staff members to their positions without prejudice pending SCAMI action.

ENDORSED BY COUNCIL June 29, 1973

MEMBERSHIP ACTIONS, ETC.

Heard State of the Association Report from the Executive Director (See Exhibit 2).

Ratified amendments of Bylaw Articles VIII and IX limiting committee service to no more than four years or two consecutive terms) (See Exhibit 8).

Heard status report from C. James Schmidt, chairman, Ad Hoc Committee on Tenure in Libraries. Action by Council will be proposed at the 1974 New York Annual Conference.

Witnessed awarding of Beta Phi Mu Awards by LED to Lester Asheim and heard of posthumus citations to Mrs. Patricia Knapp and Ralph R. Shaw (and later at Council honorable mention was announced to Harold Lancour) by Peter Hiatt, president, LED.

Turned down resolution on encouraging librarians...to financially support unemployed librarians, and on support of non-violent efforts of farmworkers.

Passed Resolutions on employment/personnel practices of University of Chicago Library administration after amendments; on supporting efforts to improve librarian-pay at the University of California after amendments; and on policy on the right of library employees to organize and bargain collectively. SEE SEPTEMBER 1973 AMERICAN LIBRARIES.

Membership also passed commendation resolutions to the Executive Director, Staff and the Johnson Publishing Company on the publicity to libraries given in the June, 1973, issue of Ebony Magazine; to Emerson Greenaway for his contribution to international librarianship; and to Mr. Hoy for his work with conference exhibits in presenting information in all formats.

Membership Resolution on University of Chicago Personnel Policies (Exhibit 22). Councilor at Large Schuman, at the suggestion of the Executive Director, and in accordance with Constitution Article VI, with Councilor Kilgour's second, moved adoption by Council of the Resolution passed by the Membership on June 27. The need for Council to sustain an action by the members in meetings was debated at length, there being question over whether an action by the members assembled at a meeting has the force of a vote of the entire membership. Mrs. Schuman's motion was defeated, whereupon Councilor Laird (Arizona) moved, Mrs. Schuman seconded, and it was

VOTED, That the ALA Council endorses the Membership Resolution on the University of Chicago Personnel Policies.

Report of the Ad Hoc Committee on Flood Damaged Libraries. Arthur T. Hamlin submitted the final report of the Ad Hoc Committee (see Exhibit 2, p 68), and stated that the Committee holds a balance that it recommends be earmarked as a revolving fund to afford prompt action by the Association should there be future natural disasters. COO has not judged it desirable to recommend an ongoing disaster committee, and therefore he posed an action which was moved by Councilor at Large Fleming, seconded by Councilor Rogers, and

VOTED, That in case of a natural disaster which inflicts serious physical damage on a number of libraries, the President of the Association is empowered to appoint at once an ad hoc committee to assist the stricken libraries; and Further, That a fund of not less than \$5,000 be established to provide immediate assistance.

Courtesy motions were presented to Mrs. Alice Ihrig and her assistants "who made the handling of motions and resolutions go much more smoothly," to JMRT "for its preparation and distribution of COGNOTES," and to Gale Research, "on behalf of ALA for the busses without which we could not have survived the heat."

The Executive Director announced that the Registration as of 8:00 A.M. on June 29 totalled 8,584.

The 1973 Las Vegas Annual Conference Council Session adjourned at 11:45 A.M.

Robert Wedgeworth
Secretary of the
Council

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October 24, 1973