

March 31, 1976

Minutes of the special meeting to discuss the Lincolnwood library situation and to complete the Board's review of the Personnel Code as written with suggested changes.

Members present: Walter Flintrup, Diana Hunter, Shirley Merritt, John Wozniak, Norma Zatz and President Karl Weiner, Miss Mary Radmacher, Chief Librarian.

Rabbi Weiner reported Mr. Martin Berzok contacted him requesting an opportunity to talk with Rabbi Weiner and other members of the Board. Monday morning, March 29, he met with Rabbi Weiner together with the President of the Lincolnwood Friends of the Library, Mr. Heman. Their message was they are going to try to get a demonstration program for library service without any expenditure of Lincolnwood funds.

On the Personnel Code, Mr. Flintrup said he concedes there are certain benefits to the institution in having part-time people, but if all benefits go with part-time there is no incentive for the full-time people. The recommendation of the Sub-Committee is to eliminate the benefits even though we are locked with the two or three existing under the grandfather clause which should be phased out. Rabbi Weiner urged consideration be given to whether the Library wants to eliminate this category of part-time salaried employees. Motion by Mr. Flintrup, seconded by Mrs. Hunter.

Motion: To eliminate the category of part-time salaried employees with benefits as described in Item F-2 whereby an employee is full-time or hourly.

In discussion mention was made that ALA recommended part-time employees be encouraged and Miss Radmacher read an excerpt from an article quoting ALA's viewpoint. Miss Radmacher clarified the category of part-time salaried employees for Board members unfamiliar with this employee arrangement stating there are three people on a salaried part-time classification getting a vacation

but not holidays unless it falls on their day to work. All other employees not working full-time are hourly with no vacation or holiday benefits. The following points were made: (1) If the trend continues with fewer jobs in the job market the trend will be toward splitting jobs; (2) If the Board is to think exclusively in terms of the needs of the Library and, in that case, it is considered that it would be to the greater benefit of the Library not to have any part-time salaried people with the benefits that are given to the salaried full-time people because that encourages a drift to part-time employment; (3) We are facing hard economic times and accruing these benefits will be felt in the budget; and (4) In the interest of the Library giving the full benefits pro-rated to the part-time salaried personnel is more costly. For this Library it seems beyond any question eliminating the category of part-time salaried people will be less costly and probably more efficient. Voting was as follows: Mrs. Hunter, yes; Mrs. Zatz, yes; Mrs. Merritt, abstained; Dr. Wozniak, yes; and Mr. Flintrup, yes. Motion carried.

The next question confronting the Board was should there be a grandfather clause? Question was raised of whether it would be equitable to rescind and phase out immediately or stipulate to those employees in this category to either become full-time or hourly under perhaps a three year period of time. Question then arose of whether all part-time employees should be upgraded for the next three years to have the same conditions. Miss Radmacher stated the Library could use the services of these employees full-time. Motion by Mr. Flintrup, seconded by Dr. Wozniak which, on roll call vote, carried unanimously.

Motion: That an addendum be adopted to the grandfather clause stating inasmuch as the salaried part-time employee has been eliminated, employees presently enjoying those benefits have until January 1, 1977 to make the decision to either become full-time employees of the institution or to stay part-time hourly employees without benefits.

Mr. Flintrup and Dr. Wozniak retired from the meeting at 7:20 p.m.

Meeting reconvened in the Library Board Room at 7:30 p.m.

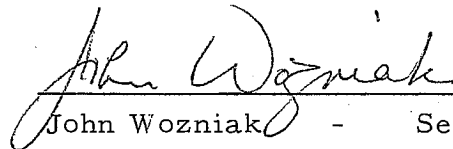
The meeting continued in discussion of the Personnel Code. Changes and corrections which were recommended have been incorporated in the Master Copy to be distributed to Board members for examination.

The Board inquired about adequate facilities for emergencies. Miss Radmacher was asked to look into First Aid Training for an employee. Question was also raised of whether the Para-Medical Unit in Skokie would be considered sufficient to take care of any emergencies that might arise.

Another point of discussion was to examine the case laws concerning pregnancy, whether there is any precedent concerning length of time an employee may work.

The next Board meeting is scheduled for Monday, April 12, 1976.

Meeting adjourned at 11:00 p. m. on motion by Mrs. Merritt.


John Wozniak - Secretary