



*Issued By The ALA Staff Association*

HEADQUARTERS REPORTER

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REPORTERS: 5th Floor, Vicki Cole / 4th Floor, Nancy Knight / 3rd Floor, Santa Diminceli / 2nd Floor, Holly Campbell / 1st Floor, Muriel Breitenbach / Lower Level, Jackie Jackson / 716 Rush - Edith McCormick  
EDITOR - Louise Brewer

President's Report

Despite the fact that I was catapulted suddenly and unexpectedly into the Presidency in mid-April following Edward Johnson's resignation from ALA and that the organization has been beset by other resignations during the year, the Association has made progress both in stimulating interest and enthusiasm in the Membership and in specific accomplishments.

Activities connected with the noon hour film and slide presentations, the Merit Award, Headquarters Reporter, Crusade of Mercy campaign, and the decorating of trees and collecting of books for the Cook County Hospital at Christmas time were conducted as usual.

In addition there were two specific items of special note, one of which was mentioned by Curtis Swanson in his Personnel Committee Report. I would like to cite the excellent work done by Marjorie Weissman and her committee, Sandra Sfondouris, Edward Strable and George Bailey in regularizing and amending past ALA health policies, in the light of current standard practices and suggestions from members of the staff, as an example of the ways in which the Association serves the interests of both the staff and the administration.

A statement explaining the purpose and function of the Staff Association was submitted to the Personnel office. With an accompanying application form it is now included in the packet of material distributed to all new employees. This has led to an increase in our membership.

Other action included, \$10 sent to the Washington office to purchase books for the Landon School as a memorial to Mrs. Kathleen Frazee's son Anthony, who was killed in a motorcycle accident; a telegram sent to Lester Asheim, congratulating him on winning the Scarecrow Press award; and the distribution of information on the election prepared by the League of Women Voters.

Some of our suggestions, however, fell on hollow ground. A request to the Personnel Department in April asking them to set up an orientation program for new employees has not yet been implemented. A plan for welcoming and assisting new personnel has proved ineffective because we have been unable to obtain the names of new persons on or before the day they start work. Both of these ideas have possibilities and deserve at least a trial run.

Then there are the things we left undone which we ought to have done and I include them here as recommendations for action by the incoming Executive Committee. The first and most important is the need for a Policy Committee. This was recommended by the previous administration also and should have top priority for the coming year. Past Association policies and practices which are now scattered throughout numerous Committee minutes should be re-examined and compiled in a more readily available form. In addition, the Staff Association increased participation in formulating ALA administrative policies affecting personnel and welfare matters. This necessitates a clear understanding of which areas are negotiable and which are not.

Fiscal policies need to be examined and guidelines established since we always seem to be in hot water over money matters, due, in part, to impulsive spending when we are rich. The Ways and Means Committee chaired by Eileen Mahoney submitted some helpful suggestions for augmenting the Treasury. Because of our present affluent state, it was decided the committee report be filed for use in future emergencies.

Since we have grown so large and our activities have expanded, it seems advisable to have a Committee on Bylaws. Section 4 under Article IV on the succession and appointment of officers needs amending and a two-year old request concerning an adjustment in dues for members who join the staff after September first should be considered.

Two other suggestions of practical value are the appointment of an assistant treasurer to collect the daily coffee money and take care of emergencies during vacation and conference time. A small cash fund for refunding coins lost in the machine should be made available to the person in charge of the vending machines.

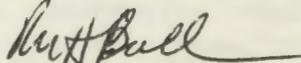
Last, but not least, there is a need for better communication between the Executive Committee and the Membership. I apologize for my inadequacies in this matter and I am sure the new administration will do a much better job.

Our thanks go to Edith McCormick for a seventeen-week subscription to the Christian Science Monitor for the Staff Lounge, to Ruth Frame for celebrating the anniversary of her first year at ALA with free coffee for the Staff, and to Lu Ouida Vinson, Dionne Cage, and Ernestine Durham for their Christmas gift of free coffee on December 10th.

My personal thanks go to Mary Cradick and the Merit Award Committee, to Louise Brewer for taking on the editorship of the Reporter, to Chris Hoy for his film program, to Pat Rath for conducting the Crusade of Mercy campaign, to Ed Smith for delivery of the books to Cook County Hospital, and to June Whipple, Tom Smith and to Menre Collins for decorating the Christmas trees. I wish also to thank the officers, members of the Executive Committee, and all those who helped to conduct the business of the Association throughout the year. A special vote of thanks goes to Muriel Breitenbach who served as my secretary and telephone operator along with her official duties.

Esprit de corps is good, finances are good and a beginning has been made in making the Association a viable organization for handling staff problems and funnelling staff opinions. I hope the Association will continue to develop in this direction but it will take interest, enthusiasm, and people willing to work on committees that meet outside of office hours. As has been said before, how vital the Association becomes depends on you.

Respectfully submitted

  
Ruth Bull, President

NEW EMPLOYEES

Brawley, Paul	Editor, Non-Print Materials	Booklist
Davis, Marylin	Secretary I	LTP
Homan, Ann F.	Secretary III	IRO, Washington
Johnson, Charles	Clerk-Shipping	Warehouse
Knox, Clarence	Clerk I	Central Mailing
Rago, Lorraine	Secretary I	ACRL
Sykee, Gloria	Secretary III, Non-Print Materials	Booklist
Taylor, Betty J.	File Clerk	Central Files
Zibos, Janice	Secretary I	Fiscal Department

PROFILES . . . of new employees

PAUL BRAWLEY comes to Chicago from the Boston Public Library where he was the Audiovisual Librarian. He is a native of Illinois and received his BA from Southern Illinois University; his graduate degree in library science was taken at Simmons College, Boston.

MARYLIN DAVIS, new secretary for LTP, comes to ALA from the Railroad Retirement Board. Although Marylin's favorite pasttime is sewing, her mind these days is on other things. She will be married to Elmer-Dion Rogers on April 19.

ALUMNI NEWS

Miriam (Donohue) Giebel, former assistant Headquarters librarian, writes that she and her husband are the proud parents of a 9 pound, 9 ounce daughter, Sara Ann, born February 11.

Al Trezza, Jr. finished temporary duty at Fairchild in Spokane, Washington and is now back at Vandenburg Air Force Base with rumors of being assigned overseas.

Miss Edna Padovan, formerly of the ALA staff, presently employed by Mr. John Kyl, Representative from Iowa, extended her hospitality to several members of the ALA staff during the Midwinter Meeting. Miss Padovan made arrangements for special tours through the White House, and the Capitol Building. The staff members especially enjoyed watching President Nixon while he addressed the Senate.

WELCOME

The fourth floor welcomes back Mrs. Flora Colton, librarian, who has returned to work after a long illness.

Also welcome is Helen Evans who was transferred from Central Production to become secretary for the Office for Intellectual Freedom.

### POTPOURRI

On February 18 and 19, Dr. Asheim, OLE, participated in two telecasts of the program "Perspectives" on Channel 7. His March speaking engagements include a two-day session at the University of Toronto, February 28-March 1; a lecture at the University of Puerto Rico, San Juan, March 17; and a two-day conference on the Position Paper in Omaha on March 30-31 for representatives from five states in the Mountain-Plains region.

LeRoy Gaertner, Fiscal Department, attended a two-day conference on Federal Tax Problems of Non-Profit Organizations at the Mayflower Hotel in Washington on February 24-25. Major topics included the status of the IRS regulations on taxing advertising in association journals and the probable action of Internal Revenue regarding trade shows of tax exempt organizations.

Mr. Gaertner's son, Tom, is a member of Brother Rice High School tumbling team which performed last month during the intermission of the U.C.L.A.-Loyola basketball game at the Chicago stadium. Other shows have been presented at DePaul University alumni hall. On Saturday, March 1, the team performed between halves of the Notre Dame University-Quigley Seminary Faculty basketball game on Chicago's Southside. Over the past five years the team has become well-known in the Chicago area for its precision mat and aerial work. Tom is a sophomore at the school.

Fog, Iberia Airlines, and a fumbling travel agency combined to see that Ruth Warncke (Deputy Executive Director) did not get off to Spain after Christmas.

Lily Evaldez planned to take a vacation trip to Hawaii after leaving ALA.

### FREE GIFT

Eleanor Phinney (AHIL, 3rd floor) has a studio couch she will give to anyone who can collect it at her apartment. It can be used as a double bed, and is in fair condition - lacks back cushions, and upholstery is stained and soiled, so that it needs a cover or spread. Just the thing for that back porch or summer cottage.

### STAFF ASSOCIATION ACTIVITIES

1969 maybe a crucial year in the history of the ALA Headquarters Staff Association. Indeed, we hope it will be, because the Association is now moving even faster toward being an organization that is much more than a social club. Although a great deal of work on behalf of the staff has been accomplished throughout its existence, the emphasis has gradually changed. The change was continued when Mrs. Ruth Bull took over the job of directing Staff Association activities into even stronger, more staff-need-oriented directions. The executive officers of the S.A. are eager to continue Mrs. Bull's excellent work in your behalf.

Although a slight conflict in the timing of the S.A. election with the ALA Midwinter Conference meant that the executive officers were hampered in appointing standing and special committees, and in generally getting work under way, we now feel we have

a good working docket through the first half of the year.

Our standing committees headed by Eileen Mahoney, (Information and Welfare); Nancy Knight (Personnel); and Robert Case, (Social), have already undertaken projects that we believe will eventually benefit all the staff.

Eileen has appointed Peggy Blasage to work out a procedure whereby new employees will be greeted and helped made to "feel at home" through a "big sister"/"big brother" system. Eileen has also appointed one person on each floor for the main building, and one at 716 N. Rush, to make sure that the names of people who are ill or bereaved are reported to her committee, so that appropriate messages may be sent.

In Personnel Committee matters, Nancy has asked Peggy Blasage to gather information regarding compensation to employees who carry on a job classified at a higher grade than their own, in the absence of an incumbent. We expect to present to the ALA Administration a recommendation for a policy to meet this situation, that will be completely acceptable by the Administration and the Staff Association.

Nancy is engaged also in exploring other possible benefits to staff, and a report on that will be made at a later date.

The Social Committee, headed by Bob Case, has not been charged with any long-term projects, but it more than does its share of work on a day-to-day basis. We can already thank them for a Midwinter coffee klatsch, with which Louise Brewer gave a helping hand to the newcomers, and in which also Cathryn Stachura, quickly learned that being a member of the Social Committee can be equated with hard work. The Valentine's coffee hour, along with Tauna Le Marbe's decorations on the bulletin board, (Information and Welfare), was colorful enough to brighten any winter day.

Bob will organize raffles during the year, to help keep our treasury in good form. He and his committee are also finding solutions to some minor--but irritating--complaints about facilities.

The movie program organized by Chris Hoy, and into which many hours of his and other people's efforts have gone, will come to a close after the present series, unless staff members indicate a real interest in the program's continuation. Part of the problem has been caused by a few people displaying their bad manners during the movie shows by their insistence on talking and generally conducting themselves as though they were the only people entitled to use the staff lounge. We would remind them that if they feel they have a legitimate complaint, their Staff Association will be pleased to consider it.

Menatime, if you want a movie program--please say so!

Special Committees have been, or are being set up to handle business that we feel needs careful attention. Probably the most important is a committee to recommend policy for the Staff Association. Although our constitution states that the Association's purpose is, "to promote staff welfare; to further social relationships among staff members; to provide an official channel for expressing staff opinion in relations to matters of salary, tenure, and working conditions; and to act as a liaison body with the Headquarters administrative officers," the Staff

Association executive committee believes there are still areas where our responsibilities and privileges are not at all clear, and that the Staff Association could function more effectively if it had better guidelines. This, in turn, we hope will lead to a revision of the constitution and election date.

Ruth Frame has agreed to chair the committee on policy. Other members of the committee are Henry Cinabro, Marlene Elliott, and Esther Potts.

Another committee has worked on a tenure policy for ALA Headquarters Staff, grades 14-19. Ruth Bull is continuing to coordinate efforts to get further data with the assistance of Pauline Cianciolo.

We are pleased that Ruth White has agreed to be Staff Association parliamentarian for 1969.

A general meeting will be announced soon to vote on proposed changes in the ALA Staff Association Merit Award.

The names of the Staff Association Executive Committee appear elsewhere in this issue. Feel free to take comments, complaints, brickbats--and bouquets--to any one of them at any time.

MARJORIE WEISSMAN, *President*  
ALA Headquarters Staff Association

Problems relating to such matters as working conditions, salary, and tenure, do occasionally arise, even in the best-ordered organization. If you should encounter a difficulty in any of these areas, your Staff Association Personnel Committee can channel individual or group problems to the administrative officers of ALA.

A long-standing policy of the ALA permits personnel to carry complaints or grievances first to their immediate supervisors or department heads, and if necessary, to the personnel manager, the associate executive directors, the deputy executive director, of the executive director.

Ordinarily, because these avenues are open, staff members find it unnecessary to call on the Staff Association Personnel Committee, but, in some cases, a member may prefer to discuss a problem directly with the committee. Officially established and recognized by the ALA administration, the committee will cooperate in either an advisory capacity, or as a mediator with the administration.

If you have problems or questions concerning working conditions, get in touch with Mrs. Nancy Knight, chairman of the Staff Association Personnel Committee. Her office is in the west wing of the fourth floor; her telephone extension is 223.

NEW ALA HEADQUARTERS STAFF ASSOCIATION OFFICERS

Mrs. Marjorie Weissman	-	President
Mrs. Edith McCormick	-	Vice-President
Mrs. Joan Odom	-	Treasurer
Mrs. Marguerite Barker	-	Secretary
<u>Committee Chairmen</u>		
Eileen Mahoney	-	Information and Welfare
Robert Case	-	Social Committee
Mrs. Nancy Knight	-	Personnel Committee

ALA CREDIT UNION OFFICERS

LeRoy Gaertner	-	President
Don Culbertson	-	Vice-President
Mrs. Wilma Brooks	-	Treasurer
Eileen Mahoney	-	Secretary

SCHEDULE OF FILM SHOWINGS FOR ALA STAFF

<u>Day</u>	<u>Date</u>	<u>Film Title</u>
Wednesday	March 26	<u>How Life Begins</u> (Part I) This film is for mature audiences and will be shown in the Board Room on both days.
Wednesday	April 2	<u>How Life Begins</u> (Part II)
Wednesday	April 9	<u>Sudden Summer</u> BOAC color film. British National Industrial Film Award. Visit Cairo's Arab streets, Iran's Mosques, Lebanon's mountains. See jugglers, gymnasts, and belly dancers.
Wednesday	April 23	<u>Rabbit Hill</u> (Part I) Color, 33 min. Produced by N.B.C. Children's Theatre. This film is a clever children's film which has been enjoyed by adults.
Wednesday	May 7	<u>Rabbit Hill</u> (Part II) Color. 20 min.

Films will be shown twice on days indicated at 12:00 noon and 1:00 p.m. All showings, except "How Life Begins" (2 parts) will be shown in the Staff Lounge.

QUOTES TO NOTE

"People who never do any more than they get paid for, never get paid for any more than they do."....."Women must be shrewder than men; they make less and spend more."....."To make a long story short, have the boss walk in."

COMMUNICATIONS GAP

"I know you believe you understand what you think I said, but I am not sure you realize that what you heard is not what I meant."

FLASH BULLETIN

We have just learned that Myrtle Robinson has undergone a successful foot operation and is at the Bethany Methodist Hospital, 5025 N. Ashland, Chicago 60640, Room 535. Telephone: AR 1-9040, Ext. 449.