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AMERICAN LIBRARY ASSOCIATION

Item: LIBRARY PERSONNEL Item Number: 106.1015
Approved by: ALA Council Page: 1 of 1
Issue Date: July 1, 1975 Supersedes: _____

INSTITUTIONAL SUPPORT OF ALA MEMBERS TO ATTEND ALA CONFERENCES.

WHEREAS, The ALA Annual Conference provides many opportunities for involvement in professional and educational activities, and

WHEREAS, Personal members of the American Library Association demonstrate their interest in and concern for the Association by paying membership dues, and

WHEREAS, In some instances non-members of the Association are being given preference to members in the extension of the privilege of attending the ALA Conference;

THEREFORE BE IT RESOLVED, That the ALA urges all institutions with related interests to support the principle of encouraging staff in both administrative and non-administrative positions to attend ALA annual conferences, and

FURTHER, That the ALA urges institutions to give preference in the provision of financial support and administrative leave for conference attendance to employees who are ALA members.

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AMERICAN LIBRARY ASSOCIATION

Item: LIBRARY PERSONNEL Item Number: 106. 11
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WHEREAS an increasing number of both experienced and new librarians are facing a static and even decreasing number of jobs, and

WHEREAS many librarians cannot, or do not wish to, continue in full time positions, or to take them, for a variety of reasons, and

WHEREAS these librarians have been prevented from looking for, or accepting part time positions because attitudes toward such work have been discriminatory, and

WHEREAS this discrimination is manifested by the few part time professional jobs available, as well as the fact that part time librarians have been restricted to the lowest echelons and even there not allowed to exercise full professional responsibilities, that they have been denied opportunity for advancement and the protection of tenure, that they have received a lower salary or hourly wage, and usually no fringe benefits at all, and

WHEREAS experience has shown that libraries can end this discrimination and its unjust and wasteful consequences and at the same time improve their services at little or no added cost, and

WHEREAS the governments of Denmark, Finland, France and West Germany have acknowledged the value to employee, employer and society of establishing more upgraded permanent part time work, and

WHEREAS the U. S. Congress, the State of California, and numerous local governments are now considering or implementing similar actions,

THEREFORE BE IT RESOLVED That the American Library Association recognizes that the right to earn a living includes a right to part time employment on a par with full time employment, that is, with prorated pay and fringe benefits, with opportunity for advancement and protection of tenure, and with access to middle and upper level jobs and exercise of full responsibilities at any level, and

BE IT FURTHER RESOLVED That the ALA create more voluntarily chosen upgraded permanent part time jobs in its own organization, and

BE IT FURTHER RESOLVED That the ALA support and encourage similar action on the part of all libraries.