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AMERICAN LIBRARY ASSOCIATION

Item: LIBRARY PERSONNEL Item Number: 106.3.1  
Approved by: ALA Executive Board Page: 1 of 3  
Issue Date: April, 1970 Supersedes: \_\_\_\_\_

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Collective bargaining

VOTED, That the Executive Board, recognizing that the Library Administration Division speaks for ALA in the matter of collective bargaining in libraries, commends and thanks the division for concluding its development of THE AMERICAN LIBRARY ASSOCIATION AND LIBRARY COLLECTIVE BARGAINING: A POSITION STATEMENT.

Collective bargaining is one of the methods of conducting labor-management relations used by private and public institutions and their employees.

The ALA recognizes its national, occupational, and professional responsibilities to educate and assist all concerned groups and individuals regarding responsible library unionization and collective bargaining. As a national library organization of librarians, trustees, industries which serve library needs, and other concerned members, the ALA will:

1. encourage the development and passage of laws which provide a sound framework for effective collective bargaining by libraries and library employees.
2. inform librarians, library administrators, trustees and officials about collective bargaining trends, methods, and techniques.
3. assist librarians, library administrators, trustees, and officials in gathering data and information to enable them to develop better employment patterns and contracts.
4. encourage and conduct educational programs to train librarians, library administrators, and trustees in collective bargaining, and in working effectively within contractual employment patterns.

An organization representing employees in collective bargaining has as its principal responsibility the personal interests of its members. The management group representing the institution or firm in collective bargaining has as its principal responsibility the overall concerns of the institution or firm.

The collective bargaining concept and collective bargaining laws generally preclude the membership of both managers and other personnel in the same union or bargaining group.

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Article III, Section 1, of the ALA Constitution is as follows:

"Members. Any person, library, or other organization interested in library service and librarianship may become a member upon payment of the dues provided for in the Bylaws..."

The above constitutional provision precludes ALA's becoming a bargaining organization within its current membership and dues structure.

The following information about library organization and the structure of library bargaining units will be helpful to libraries.

The establishment of collective bargaining by libraries and library staffs has been stimulated by recent federal and state legislation relevant to collective bargaining in the public sector.

A library supported by public funds is affected by, and subject to, laws and regulations which apply to the public agencies of the municipality and to the institution or department of which the library is a part.

Many libraries are departments within the organizational structure of a larger institution. A school library is part of a school system; a state library is often part of a state department of administration or education; a university library is part of the university; an industrial library is part of a company. Some librarians are independent agencies established and administered by a municipality or a complex of municipalities or institutions.

The determination of the logical and effective "bargaining unit" for a library or library system is based upon such factors as the size of the library, the personnel pattern of a parent organization or agency, the laws which govern collective bargaining in that state, and the specialization or uniqueness of the library within the administrative structure to which it belongs.

The determination of who is "management" in library collective bargaining is generally fixed by the pertinent collective bargaining laws. Management is sometimes defined as the administrators of the library; in other instances management may be persons from another governing level.

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The "union" or "organization" which represents the library employees may be one including a range of occupations and/or locations, or it may be an organization with a very limited membership. An organization representing librarians in collective bargaining may be local, regional, or national in scope. No sole pattern or organization for library collective bargaining can be recommended for libraries. The size of the library, its relationship to other units within the governing structure, the specialization of the staff, and the development of related bargaining groups are some of the factors which determine the best bargaining structure for a library.

Adopted by the Library Administration Division Board of Directors on January 21, 1970.

54.11

AMERICAN LIBRARY ASSOCIATION

Item: LIBRARY PERSONNEL Item Number: 106.3.2  
Approved by: ALA Council Page: 1 of 1  
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MEMBERSHIP RESOLUTION ON  
COLLECTIVE BARGAINING

VOTED, That the ALA Council adopts the following as ALA  
Policy:

That the right of each library employee to  
organize and to bargain collectively with his  
or her employer without fear of reprisal be  
affirmed by the American Library Association.

574.12

AMERICAN LIBRARY ASSOCIATION

Item: LIBRARY PERSONNEL Item Number: 106.7  
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Residency requirements

WHEREAS, It is the practice of numerous municipalities and other units of government to impose a requirement of local residency or U. S. Citizenship as a condition of employment, and

WHEREAS, These prerequisites have nothing to do with proper qualifications for library employment, such as ability and experience, and

WHEREAS, Such rulings and practices can only aggravate the problem of obtaining qualified librarians, particularly in areas of lesser population or in relatively isolated locations;

THEREFORE, The American Library Association is opposed to any rule, regulation or practice imposing as a condition of new or continued employment in any library a requirement of residence or U. S. Citizenship except where a demonstrable danger to national security is involved.

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Racial and sexual parity - women in librarianship

WHEREAS, Equal opportunity for women is a growing social concern in American society; and

WHEREAS, Within librarianship where women represent the majority, the issue is particularly relevant; and

WHEREAS, Statistics show that women librarians typically earn lower salaries than men and are underrepresented in top-level positions in libraries; and

WHEREAS, The underutilization of this talent and education wastes needed professional resources and assaults our sense of human dignity;

THEREFORE BE IT RESOLVED, That the American Library Association should take steps to equalize salaries and opportunities for employment and promotions.