



News Letter

UNIVERSITY OF CALIFORNIA

Local 28, United Federal Workers of America (C.I.O.)

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LIBRARY EMPLOYEES NOW ELIGIBLE FOR MEMBERSHIP IN GROUP HEALTH ASSOCIATION CIO Union Obtains Modification of GHA By-laws and Invites All "Bill" Employee Organizations to Join in Arranging Mass Meeting!

Local 28 is happy to be able to announce that, as a result of negotiations carried on by its Welfare Committee with the trustees of the Group Health Association, the latter organization has amended its by-laws so as to allow all civil employees the advantage of medical and hospital care of the highest order at less than the cost of one office visit per month to a private physician.

APPEALS BOARD ON CLASSIFICATION AND RATINGS SET UP--RECLASSIFICATION TO BE SPEEDED--SMOKING BOGUS!

Following the four satisfactory adjustments reported in the November issue of *Off the Shelf*, several additional agreements arrived at with the Librarian by the Negotiating Committee of Local 28 were announced after a conference held on December 8th. In addition to the items mentioned elsewhere in this publication, the following are worthy of note as indicative of the fair minded and co-operative spirit of the Librarian and the watchfulness and activity of the Union in looking after the interests of the staff.

An appeals board consisting of two persons designated by the Union and two appointed by the Librarian will be set up to pass on protests regarding classification and efficiency ratings. The decisions of the board are to be official decisions of the Library. Employees not wishing to be represented by the Union will be free to take up these matters with the personnel officer as heretofore.

The Librarian is investigating the possibility of making available smoking rooms in both buildings.

The Union urged strongly that every effort be made to speed up the reclassi-

Arrangements are going forward rapidly for a mass meeting of all employees of the Library of Congress, the Supreme Court, the Capitol and the Government Printing Office, at which the methods and benefits of Group Health will be explained and membership applications will be available. Mr. MacLoish has given permission for this meeting to be held in the Coolidge Auditorium.

The M.F.P.E. and other employee organizations on "the Hill" have been invited to join in the preparations. Membership in the GHA is open to all, regardless of union affiliation.

Literature explaining the operation of the Group Health plan is being distributed to all LC employees by Local 28. Further details will be given at the forthcoming mass meeting. Persons desiring to join at once, in order to get through with the physical examination and other preliminaries ahead of the expected rush of new applications should get in touch promptly with E.F. Ferdinand at his desk near the second official catalog.

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fying of Library positions, especially in the Card and Document divisions, who have been assured repeatedly that their reclassification would be completed last month. Mr. MacLoish was also interested in the possibility of employing a full-time civil service classifier.

With this issue, "Off the Shelf" changes its name and somewhat its form, but its spirit and purpose remain the same. It will continue to voice the opinions and defend the interests of the employees of the Library of Congress, regardless of race, creed or political affiliation.

Communications on matters of interest should be sent to Paul Boswell at the Central desk. They should be as concise as possible. Bear in mind Flaubert's remark, "Every superfluous word omitted means ten more readers," and Voltaire's declaration that "the best way to be a bore is to try to say it all."

GOOD WORK, FELLOW UNIONISTS!

We congratulate the Cafeteria Employees Union (CIO) on winning all their principal demands in their recent struggle for better conditions. We were all set to help them any way we could and we had laid a bet that the Round Table, under its present head, would not be "unfair to organized labor" when the good news came that they had won an increase in pay, shop grievance committees, preferential hiring for union members, etc.

With their usual treachery to the workers - who make up the bulk of their readers - certain newspapers tried to sabotage the strike by raising a squawk about non-union employees being obliged to give to charity each month a sum equal to what their union-dues would be if they were more intelligent about their own best interests. The papers pushed the fact that this applied to only about 75 out of six or seven hundred workers. They shared in the pay increase - why shouldn't they help meet the cost of getting it!

The same tenderhearted editors never peep when it comes to employers putting pressure on their workers to make contributions that bring them nothing in return.

Scholarships

The American Library Association, Committee on Fellowships and Scholarships has announced a limited number of grants-in-aid for a year's special study or research in library problems. Applicants shall be graduates of approved colleges and have one year's library training and satisfactory experience, though exceptions may be made. The stipend varies from \$500 to \$1300 or more. Applications must be filed before Feb. 1, 1940 with F.L.D. Goodrich, Chairman, College of the City of New York.

Library Unions

"Library Unionization" by Bernard Borelson appears in Library Quarterly, Oct., 1939, p.477-510. Included is a discussion of unions in the Library of Congress.

Published in the A.L.A. Bulletin for September is a resolution of the Chicago Public Library Employees Union Local 66 of the S.C.M.W.A. (CIO) for continued organization of library staffs throughout the country. "Organization of public library employees into strong and effective unions is the best way to improve and extend library service and to better salaries and working conditions of library employees."

THE WRITER AND THE LIBRARY

The Writers Project local and the LC local are to inaugurate a series of joint meetings devoted to the theme of cooperation between writers and library workers. Outstanding writers and librarians will address the meetings. Watch for the first one -- to be announced soon.

OUR OWN MARCH CARTA

It has been suggested that there should be another shrine on the gallery, this time for General Order #35, in which - mirabile dictu - the people who do the work of the Library are invited by the Librarian to offer suggestions as to how it might be done better!

YOUR UNION CARD AN INVESTMENT!

The following are ten of the stores in the District of Columbia that give discounts of from 10% to 20% to persons presenting the UFWA Union Card:

BILLY'S MEN'S OUTFITTERS NA 5416
Washington Building 15 & NY 2nd Floor
10% Discount

FLORELLA, INC. ME 7064
1102 Connecticut Avenue
Ladies Accessories
10% Discount on everything over a dollar.

VOGUE CLEANERS AT 1415
826 Bladensburg Road
20% Discount

HARRY KOENIGSBURG & CO. NA 9362
212 Colorado Building, 14 & G
Jewelry etc.
10% Discount

TOWN HOUSE PHARMACY NA 4555
601 P St. N.W.
Drugs, Patent Medicines, Candies, Electrical appliances.
10% Discount

ROSEMARY FLOWER SHOP ME 7963
924 17th St. N.W.
10% Discount

ROBBINS CAMERA SHOP NA 7024
National Press Building 529 14th
10% Discount on Cameras
20% Discount on Pens, Greeting Cards, Stationery and Albums

GEORGE'S FURNITURE EXCHANGE SH 5633
Silver Springs 8543 Georgia Avenue
10% Discount

AMERICAN UPHOLSTERY COMPANY CO 0941
3716 14th St. N.W.
10% Discount

SANTINI STORAGE AND MOVING CO. CO 0970
3517 New Hampshire Avenue, N.W.
10% Discount

Inaugurating a much-needed addition to LC institutions, a luncheon attended by some fifty employees was held December 12th in Room L on the top floor of the main building. Mr MacLoish was guest of honor.

Dr. Blossom of the Classification Division was chairman. There were brief speeches of felicitation and Library comment by H.H. Douglas, Mary Van Casteel, J. Robert Lawson, Marvin Harrison, Arthur Marlow, and Jack E. Boydland. Mr. R.P. Ferdinand read a timely limerick concocted for the occasion, and Paul Sewell recited his sonnet on the life and death of a desk attendant, called Particular Hell. Mr. MacLoish responded with a warning on the danger of allowing routine duties to stifle our creative interests.

Similar noontime gatherings are to be held each Tuesday, with some outside expert or distinguished visitor invited to give a short talk. The speaker on December 19, will be David H. Scull, who will explain the mechanism he is installing to enable the Treasury Department to systematize promotions within the service among its 80,000 employees scattered all over the United States. Later speakers will include William C. Bowen, personnel Director for the Railroad Retirement Board, who will discuss personnel policies, and Dr. John H. Gray, former president of the American Economic Association.

THE TRUE CHRISTMAS SPIRIT

Why not make your Christmas money do double duty? Instead of spending it to the profit of some wealthy retail merchants, do your Christmas shopping at the Chinese bazaar maintained at 1517 Wisconsin Ave., N.W. by the Washington Committee for Aid to China and buy your Christmas cards, prints and other gifts at the sale being conducted at 916 17th St., N.W. by the Spanish Refugee Relief Committee. You can help brighten the Christmas of many unfortunates at no extra cost to yourself.

L.C. BASKETBALL SQUAD THE ONLY UNDEFEATED TEAM IN THE LEAGUE

Undeclared in all four contests thus far this season, the LC eagles are looking forward to another successful year. Three of those victories were league contests, and the fourth was with the powerful Interior Department team.

Starting the season in impressive style, the LC five first swamped Public Health by the overwhelming score of 49-26. Last year Public Health had one of the better teams in the league, and after this game, the ship was put, that LC was even better this year than last.

When the Library team met up with the S.E.C. quint, the foe was primed for a hard battle, and they got it! The LC eagles, expertly captained by Johnny Eaton, easily undermined their security and won loafing, 27-17.

The third victory, a non-league contest, with the Interior Department five, was the toughest game of the season to date. The Lakes basketballers put up quite a scrap before finally going down before LC by a score of 32-25.

In the game with the National Archives last Thursday LC won 34-29.

THE NEXT GAME IS TO BE WITH RURAL REBOUTIFICATION, THURSDAY, DEC. 21, 7:30 AT THE CENTRAL Y.

It is difficult to name any of the outstanding players, as the first team has not even been definitely chosen. All however deserve credit for continuing the excellent example set by last year's squad. Manager Al Walter, Captain John Eaton, Jimmie Cooper, Brooks, Griffith, Romphler and Kennedy all come in for a share of the honors.

LAPOR HERO AND MARTYR

Tom Mooney has been in Baltimore, receiving treatment at John Hopkins Hospital for a dangerous stomach ailment caused by his twenty-two years' imprisonment for a crime which even the California governors who refused to pardon him knew he did not commit.

IN-SERVICE TRAINING

Following the conference which discussed in-service training, between the Librarian and the representatives of the union, as reported in the November issue of Off the Shelf, Mr. MacLeish appointed a committee, including two members of each union, to work out a plan for carrying the idea into effect.

Under consideration are courses designed to give employees special instruction, which will enable them to carry out their present tasks more effectively and will prepare them for positions of greater responsibility. In addition, an inquiry is being made into possible courses designed to contribute culturally. Considered also are methods of bringing to the staff a fuller understanding of the operations of the Library of Congress.

...WOI OH' ENTRATES!

Local 28 has for some time been concerned with the plight of the deck attendants. In line with the personnel policy of the new administration, it is to be hoped that a thorough investigation will be made of the selection, training and promotion of the Reading Room assistants. Without revealing secrets of state, it can be safely said that the morale of the Reading Room staff is not what it could be.

Young college graduates, many of whom have graduate degrees, enter the service at salaries ranging from \$1030 to \$1300 per year. After an apprenticeship as a messenger for a period of four months to a year, one may be promoted to deck attendant and given a \$5-a-month increase. His stay in the stacks may last as long as fifteen years. Occasionally, a man is promoted at the personal whim and fancy of his superiors, but advancement to the higher posts is infrequent. In some cases, men have been brought in from other divisions, or even from outside the Library, and placed ahead of able, experienced deck attendants. The latter practice cannot be condoned & we feel that it will not be continued.

Archibald MacLeish's American The Promises, which originally appeared in the twenty-fifth anniversary number of The New Republic has been issued as the first publication of the new firm of Duell, Sloan & Pearce. 75 cents.

Edwin Rossman's Washington: Nerve Center (\$2.50). A "must" book for Washingtonians and relatives back home. Order now through the union and you will be making a present to the union also (\$1.00 to UPWA, 25 cents to the local) at no additional cost to you. The author has generously waived his royalty on all book orders taken by the union.-- in the Library by Charles Gauld, Deck 30, & by Marcia Harrison, Catalog Division.

THE NERVE CENTER

Washington: Nerve Center, by Edwin Rossman, attains the fourth dimension. By a striking pattern of photographs and concise narrative, Mr. Rossman captures the dynamic element in the story of Washington. He shows Washington as tradition and institution-- the White House, Capitol, Supreme Court. He describes by word and picture the growth of executive departments as industry and agriculture expand into a tangle of their own problems. He portrays Washington beginning to counsel, to plan, to alleviate national distress.

The photographs are artistic, dramatic and true-- documentary--a living record of people and things in Washington, outside Washington, looking to the "nerve center."

Mr. Rossman remembers that Washington is more than a symbol of "the Government." In Washington, the city, he shows the government employee and how he lives, what he earns, how he battles traffic tides a day.

This book has everything--breadth and depth, artistic values with social meaning, the instant in its frame of continuity.

A MacLeish bibliography appeared in The Library Journal of November 1, 1939.

The Writers' Project was set up in October to succeed the National Technical Project, which went out of existence August 31, as a result of the passage of the Topdram Bill. It was the sponsorship of the Library of Congress that made possible the reorganization of the national technical staffs of the writers and Historical Records Survey Programs as the Editorial and Research Project.

The Project employs 37 persons, who since they are paid from District relief funds, are not eligible for annual or sick leave or a pension. The Project was given two specific tasks: 1) to furnish direction and editorial assistance to the state projects, especially in connection with the American Guide Series; 2) to compile and edit publications which could not be handled by the states that is, publications which cover more than one state or which are nationwide in scope.

Among the writers employed on the Project are Graham B. Hanson, co-ordinating editor; M. F. Royce, social-ethnic editor; George Willison, Harold Rosenberg, and Stella Himm.

ALL GOD'S CHILLEN

We enjoyed very much the concert given on December 6th by the orchestra and symphonic choir of the Department of Agriculture, but our pleasure was somewhat dimmed by regret to note that among the 116 singers and musicians there was not a single Negro. Why can't we all be human beings together, regardless of such surface differences as skin color? We wouldn't be happy to sing alongside Marian Anderson or Paul Robeson?

THE "NO SMOKING" PROBLEM

Although the Librarian has stated that the policy of "equal treatment to both buildings" is to be adhered to in the case of the smoking regulation, it is, nevertheless, his hope that a suitable compromise arrangement can be found.

At this writing the problem is still being studied, with the suggestion that there be regular smoking lounges in both buildings.

The third annual convention of the CIO in D.C. and Maryland, held in Baltimore Nov. 27-29, at which I had the honor to represent the LG local of the UPFL, was the largest and most enthusiastic since the CIO was founded.

Sixty-eight locals and three industrial union councils were represented by 153 delegates. All local unions, including the federal workers, reported substantial gains during the past year.

Hearty support was pledged to the drive for a 80% increase in membership next year and for a total enrollment of ten million by the end of 1944.

Encouraging reports were made on progress in the drive to organize workers in D.C. building trades. This organization drive answers the need of the large majority of workers in the D.C. building trades excluded from A.F. of L. unions, which have attempted to make a closed corporation of the construction industry.

Legislation to improve the status of the worker was endorsed, as well as increased appropriations to facilitate the enforcement of minimum wage and child labor laws in the District.

The Governor of Maryland addressed the convention, evincing a very friendly attitude toward the CIO and promising his cooperation. There was evidence from all sides that employers are learning to trust the CIO unions and to see the advantage of dealing with honestly managed, democratic organizations of labor.

James K. Bordant

"EVERY DAY'S A SUNDAY BY AND BY"

Don't take the heading seriously! We want only to call your attention to the top five-day weeks that are coming. We suggest you regard them as a forerunner of what we shall have all year round if the UPFL succeeds in its campaign for a 36-hour, 5-day week for government workers. Get in and help!

Next to your family your union should be your greatest interest and have your deepest loyalty, for it is your union that protects your livelihood and helps you improve your standard of living.

Put yourself in the power of the loan sharks? One company in Baltimore is advertising that it charges "only" 2 1/2% on loans -- our credit union charges 1%. Become a member and help others if you don't need to help yourself. Someday you may be laid for a loan to tide you over. Meanwhile you'll be getting 4% on your money. Join today!

To All Union Members:

Come to the
Membership Meeting today, Tuesday
Dec. 19, at 4:40 P.M. in Room 40
Main Building, Please be Prompt!

For the hard-lettered leading to this issue we are indebted to James E. Hall, of the Copyright Office.

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