



NEWS LETTER

Total 24 United Federal Workers of America (U.F.W.A.)

Vol. 2, No. 2

Library of Congress

February 1946

PROPOSED REORGANIZATION PROMISES INCREASED EFFICIENCY - SERVICE CONVENIENT TO PUBLIC

Administration to Be Commended on Progress Made toward Streamlining Library

In his talk before the staff last month on the organization — and the reorganization — of the Library of Congress, Mr. Roberts outlined the broad outlines of the plan Mr. MacLachlan and his administrative assistants have formulated for integrating and coordinating some of the more important functions of the Library.

An Assistant Librarian is to be designated to preside over the five processing divisions — Acquisitions, Catalog, Classification, Card, Cooperative Cataloging and Classification Service — with their total of 375 employees, coordinate their processes and methods and exercise general supervision over their activities.

Another Assistant Librarian, with the aid of eleven specialists in different fields as consultants, is to centralize the administrative work of the various scholarly sections of the Library, with a view to their further extension.

The Bibliographic and general reference services will be combined under the direction of a Reference Librarian.

A Publication, Exhibit and Public Information Service will have charge of "the procurement and dissemination" of Library publications and the preparation of exhibits, and will maintain a public information office.

The fiscal and clerical administration will be handled by (a) a Chief Clerk's office, containing the central accounting unit, (b) a disbursing office for the receipt and disbursement of all monies, (c) a personnel office which will take over all personnel functions, including those now exercised by the Superintendent of Buildings and Grounds.

The carrying out of this comprehensive and much-needed reorganization of the Library set-up is, of course, contingent upon the appropriation by Congress of the requisite funds.

Join the Campaign

AGAINST BUSINESS RECOVERY

Wanted pay increases are in the main absent. Many jobs and useful services are in danger

A GENERAL PAY CUT THREATENED

Come to the MASS MEETING

Dept. of Labor Auditorium
Thursday, Feb. 15, 8 p.m.

REMEMBER 1935

10% cut for everyone. Thousands laid off. Annual and sick leave canceled

PROGRESSIVE LIBRARIANS JOIN FORCE

Every library worker interested in the advancement of the profession should join the Progressive Librarians Council, the objectives of which are to (1) help transform the ALA into a more democratic and representative organization, (2) promote Federal and state aid for libraries and (3) unite all progressive librarians, whose single voices are inaudible, into a group which will be heard.

Membership is only 20 cents a year and includes a subscription to the PLB Bulletin. Marjorie Smith, Book 20, will receive and transmit membership dues.

DR. PUTMAN and Mr. SLATE have been wintering in Florida. "Happy metering!"

The 50th anniversary number of The Librarian contains an article by Mr. McFARLAND on "The Art of the Good Neighbor."

There has been received of the marriage of EUGENE E. ("Bert") SOUTHWORTH, former president of Local 28, to Miss Cecilia Victoria Taylor.

Dr. ROBERT S. SMITH, of the Hispanic Foundation, gave a lecture on Religion in South America at the Feb. 7th meeting of the Washington Society of Fine Arts.

Dr. George E. Sauter, of the Study Room Reference, has been appointed to the Faculty of American University and is to give a course on Methods of Teaching History in Secondary Schools.

The current issue of The Library Bulletin carries as its leading article the first installment of a study of "Social Content in Library Training," by PHILIP C. KENNEDY and ERS. KENNEDY.

On Jan. 17 CARL GINSBERG, of the Cataloging Division, received from Harvard University the degree of Ph.D. in Romance Languages and Literature. The subject of his doctoral thesis was The Middle Ages of Icelandic Literature.

Among the members of the IS staff who are scheduled to take part in the third convention of the Inter-American Bibliographical and Library Association, to be held in Washington Feb. 28-29, are CARLOS R. JIMENEZ, JOHN C. YANON, W.J. WILSON, H. C. SOWERSMAN, ROBERT S. SMITH, LUTHER H. STARR.

After a short stay in this country, Miss ANITA EMM, of our Cataloging Division, returned to Venezuela, where since last summer she has been working according to IS methods the cataloging staff of the National Library at Caracas, a task for which she is peculiarly fitted both by her experience as a cataloger and by her knowledge of Spanish and Portuguese.

Dr. W.J. WILSON, who collaborated in the preparation of the valuable Index of Medieval and Modern Manuscripts in the United States and Canada, has just received the first copies of the Journal of Latin and American Studies. In the Journal there are also contained a detailed description of 75 manuscripts in 21 libraries and private collections.

European librarians are, on the whole more conservative. We would never think of delegating to the chief librarian the authority he has in America, where his authority frequently rests on as of that of the administrative head of a corporation.... The idea of the chief librarian as a "boss" is carried over to the salary chart. A drop of 40 to 50 per cent between the salary of the chief and the next highest is not unusual....

Executive work has weakened the feeling of joint responsibility in the operation of the library as a whole. Staff meetings continue to be held but it is largely the leaders that run them - there is little cooperation, unless we take it in the way a head assistant once assigned his superior "Corporation! yes - we see and you operate," - William Martin. In his American Librarianship from a European Angle, the report of a survey made by him for the Carnegie Corporation.

INTERNATIONAL INTERLIBRARY LOAN

The current ALA Bulletin announces that the Library of Congress has been designated as a central clearinghouse to receive requests from other countries for interlibrary loans.

"The presence in the Library of Congress," the report of the ALA Committee on International Relations explains, "of the national index catalog, the organization of the two extensive interlibrary loan service, and its pioneer work in leading its material... through libraries abroad make it appropriate that the Library of Congress act as a clearinghouse for interlibrary loan requests from foreign libraries. Dr. Reich, the Librarian, has approved this arrangement."

PERSONNEL CHANGES

A.H. Haller, former chief of the Temporary Cataloging Section of the Card Division, has been appointed chief of the Classification Division at \$2,600 a year.

Henry H. Holcombe, formerly in the American Division and just back from a year in South America, has been given a position in the Hispanic Foundation.

NEW UNION AT N.Y. PUBLIC LIBRARY

After trying for many years to effect real improvement in their working conditions through a staff association which, while energetic and determined, lacked power because it did not have the backing of the labor movement, the workers in the New York Public Library organized last month a regular labor union, affiliated with the CIO and to be known as Local 261 of the State, County and Municipal Workers of America.

The new union has been recognized by H. H. Lippincott, the director, and important negotiations are said to be already under way.

A letter to Local 26, UFWA, announcing the formation of the new union, asked "We pledge you our support in helping to advance the interests of library employees and library service throughout the country."

The progress of this, the first general labor union to be organized in the second largest library in the U.S.A., will be watched with interest. The fine record which its founders earned by their years of public-spirited activity in the old staff association shows it certain that they will forge ahead, now that they have regular connection with the rest of organized labor.

The organization of library unions with labor affiliation needs to be seen to some extent as part of this general reaction of librarians and other professional workers to certain aspects of the Depression. Many librarians formed staff associations to function in part as their collective machinery, and others, believing the isolated staff association to be relatively ineffective, formed local file unions and sought labor affiliation to strengthen their position. *N. Y. Herald Tribune*, *Library Courier*, October 1935, p. 497.

A library is a symbol of democracy, the free inquiry of a free mind. The job of a great national library, such as the Congressional, is to be true to the cultural inheritance of the nation, to safeguard democracy and, above all, to be of value to the present day and not get lost in the past.—Arnold McMillan

CIO LIBRARY UNION SUCCESSFUL IN CHICAGO

Relations between the CIO union of the Chicago Public Library and the library administration, Howard Searles reports in *The Library Quarterly* for Oct. 1935 "have recently been improved with the attendance of union delegates at meetings of the board (of directors)... The union claims to have influenced the restoration of automatic increases, stopped in 1931, the posting of civil service lists and resumption of appointments from long-standing lists, the granting of half day off for the building force, attachments in pay rates for billing and overtime work... As a result of union activity, two aldermanic candidates in the spring elections included improvement of library service in their campaign platforms."

ALA COMMITTEE RECOMMENDS LIBRARY UNIONS

There is strong evidence that library unions in certain individual cases have already contributed to the improvement of library service... In the future, as the social order changes, unions may be not only a desirable but a necessary means for extension and improvement of library service. It (the committee) recommends that librarians keep an open mind on the question of unionization, encourage the activities of unions in as far as such activities are a benefit to... library service and recognize that in the future unions may be a distinct aid.—Final report of the Third Activities Committee of the ALA.

In a survey of library "staff bulletins" made at the request of the Staff Organizations Round Table and published in the *ALA Bulletin* for December, A. S. Korman lists among the few publications having a vigorous editorial policy "the four bulletins published by the library unions in Chicago, Cleveland, Milwaukee and the Library of Congress. All of these journals play upon the personnel and jobs and instead give space to vital matters, such as salaries, working conditions, increased budgets, improved service, reclassification, temporary personnel management."

THE PURPOSE OF IN-SERVICE TRAINING

(From the Report of the LC Committee on In-service Training)

The committee feels very strongly that there exists in the Library of Congress, or in perhaps for other institutions, the possibility of genuinely important results derivable from a well considered training program. The primary objective of such a program would always be, of course, to improve the quality of the work, but it would include every element which might contribute to that improvement. It would not only promote the complete mastery of the special techniques and skills requisite to the performance of specific tasks and to the discharge of specific responsibilities, but it would also endeavor to provide the employee with a full comprehension of his job in relation to the function and organization of the Library as a whole, enabling him to think intelligently regarding it and providing him with a basis for sound judgment in making necessary decisions. It would institute a superior, intensive, deliberate, training of personnel available for promotion. It would stimulate individual initiative in professional, technical and scholarly activities. It would provide incentives, and sometimes awards, for every form of individual self-development. It would promote an institutional consciousness here of a common understanding of purposes, and in other ways contribute to a good morale.

IN THE "LAND OF EQUAL OPPORTUNITY"

According to the ALA Bulletin, one million books a day are borrowed from the libraries of this country. Also, there are 40,000,000 people in the USA who have no library facilities within reach, and only 500 first-rate bookshelves in the entire country.

"My only quarrel with the CIO is that it does not go far enough. The Pope's encyclicals are still far more radical than the CIO... but the CIO is a long step in the right direction." - Father Charles C. Rice, St. Agnes P.C. Church, Pittsburgh, as quoted in the N.Y. Times.

NEW COURSES FOR FEDERAL WORKERS

Opening its sixth consecutive term on Monday, Feb. 19, the Federal Workers School, conducted at UFWA headquarters, 331 17th St. NW, will offer a varied curriculum of twenty-five courses as its current contribution to adult education in the District.

As the many students applying for admission have indicated their needs and their interests, the program has been expanded to include courses in language, music, appreciation, writing, the social sciences and health, together with other special features.

A still larger enrollment is expected than last semester, when over 600 students registered.

The Library of Congress is supplying no less than five members of the spring faculty, as follows: Charles Smith, Speaker; Milton Plush, Creative Writing; Harry Jellinek, The Culture of the U.S.; David Wahl, Modern Importing and the Shaping of Public Opinion; F.A. Moxam, French.

Enrollment is open to all residents of Washington and environs. Students may register between 4:00 and 6:00 daily, at which hours competent advisors will be present to give advice and information.

"THE MAN'S OPINION"

Speaking before the recent convention of the United Mine Workers, Gen. Hugh Johnson paid a high tribute to John L. Lewis, whom he hailed as "the greatest labor leader of our time" and the man who "has done more for labor than any other living man." He blamed the split between the CIO and the A.F. of L. on "the heads of the international craft organizations, who value their personal perquisites and influence more than the welfare of labor as a whole."

LC DRAMATIC GROUP

Wed., Feb. 14, at 8:15 p.m.
in Building Auditorium
Election of Officers

MR. HARRISON FIRST TALKER OF EVENING

LUNCHEONS CONTINUE SUNDAYMORN MEETING

I have never been impressed by the sincerity of those whose eagerness to save American democracy is so great that they would gladly destroy all the American guarantees of freedom to men, freedom to women, freedom to think and freedom to speak which make American democracy democratic. I hope that half expect that it is not America but some other institution, something very different, something very much smaller, much less admirable, than people really wish to save...

Those who shout that America is threatened by the "feds" prevent a certain number of their fellow citizens from considering soberly and quietly what it is that really threatens America...

Democracy can be saved by educating the people to value the kind of life democracy makes possible... The tradition which has created fascism in Europe may very easily create fascism here unless we act now to prevent it...

We can either educate the people of this Republic to know and therefore to value and therefore to preserve their own democratic culture, or we can wait until they trade their democratic culture for the ignorance and the prejudice and the hate of which the proper name is fascism. - Archibald MacLellan, President of address, Pittsburgh, October 10, 1940.

LO CREDIT UNION SHOWS PROGRESS

At the fifth annual meeting of the LC Employees' Credit Union, held on Feb. 2, it was reported that the membership had risen to 457 and that both the share capital and the loans to members had more than doubled since last year. A dividend of 45% was declared and the following officers were elected for the coming year:

Board of Directors - R. E. Costman, Mrs. Maria E. Harris, Leo E. Lefebvre, C. J. Macdon, Miss Julia J. Fraser, Ralph M. Hinton, E.C. Thomsen, A.R. Roth, Milton A. Foster.

Credit Committee - Frank E. Leavins, Earl Kots, Gustis Christensen.
Supervisory Committee - Marion Daybell, Carl Giesberg, John C. Bettsbrook.

With a handsomely printed poster officially displayed in two-score bulletin boards throughout the library, the weekly staff luncheon held every Tuesday in the Southwest Room of the Cafeteria has taken its place as an established LC function. John De Jure is announced to speak Feb. 10 on Current Trends in American Literature. Mr. DeJure will introduce him. On Feb. 17, Professor Sterling Brown will discuss Recent Poets: Poets and Other Folk Literature.

BOXING TAKES IN THOSE SINESE

The ten mixed teams comprising the LC Boxing League have entered the final round with Saturn still showing the way. Saturn has also registered new marks for two games and team set at 565 and 1020, respectively. The race, however, is still wide open, with the possibility of any of the other teams forcing to the front in the time remaining before the payoff.

Plans are being made for a social affair of some sort before the league dissolves at the end of the season.

LC BASKETBALL TEAM STILL UNDEFEATED

The great LC basketball squad has taken two more trips.

January 26 the squad defeated the strong Penn Credit aggregation 34-22. The game was stiffly fought, but a last-minute rally clinched the victory.

February 1 the team easily defeated Internal Revenue 34-14.

The team is still undefeated and leading the government league.

On Thursday, Feb. 15, the team will play the Bureau of Standards at the ICA 1700 3 St., at 9:30 p.m. Admission 10¢.

Surfrage for residents of the District and a labor department to look after the interests of LC workers were the principal demands of labor witnesses appearing before the unconventionally selected Commissioners who are trying to figure out how to "reorganize" the local government without giving the people the basic democratic right of choosing their own officials.

PERSONNEL OFFICES OF U.S. PUBLIC LIBRARY
WANT MORE ON LIBRARY ADMINISTRATION

Herbert, Clara T. Personal Administration in Public Libraries. Chicago, American Library Association, 1935. \$2.00.

Miss Herbert's new book is the first practical application to libraries of personnel methods worked out by salient students of governmental administration; it is also a summary of the experience of the author as personnel officer of the Washington, D. C., Public Library.

The first part of the book is devoted to a general discussion of organization, executive leadership and democracy within libraries. Miss Herbert believes that each member of a library staff should participate in the functions and management of the library. Among the specifications for an enlightened personnel policy are the following: definite grades and classifications; great care in selecting new staff members and, in addition, a follow-up system in-service training; a regular system of promotions, and attention to good physical working conditions. Miss Herbert looks broadly at welfare activities, such as credit unions, hospitalization plans and pensions, and thinks that staff associations can accomplish a good deal toward putting them into effect. The reviewer is of the opinion that, in both the American and British library movements, the preponderant evidence of successful welfare activities occurs when groups of library employees have had leadership more vigorous, and directives more clearly defined, than they are by staff associations.

Part Three contains two excellent chapters on civil service within libraries and certification of trained librarians. Because the book is brief and factual, it should be required reading for every librarian.

THE VOICE OF THE PEOPLE OF INDIA

Keshav Sahasrabudri, touring this country in behalf of the All-India Congress, is to speak at the Bookshop, 512 17 St., Fri., Feb. 14, 8:30 p.m. on India and the War. An opportunity to hear "the Voice of India." Admission free.

LOCAL CO-OPERATIVES

The cooperative Bookshop at 512 17 St. reports an increase of 110% for January over the business from a year ago. Its membership has passed the 500 mark and its Friday evening gatherings have become an outstanding feature of the cultural life of Washington.

The Bookshop's cooperative store at 1829 Wisconsin Ave., which averaged \$1,000 a week during 1934, more than doubled this figure in 1935 and is now doing a business of \$4,000 a week, which makes it one of the four largest grocery stores in the city.

SHOGUN, Washington's new cooperative gas station, has bought a piece of land and is going to put up its own building, with double the capacity of its present quarters and with a completely equipped shop where car repairs will be able to have their repairs and maintenance work done honestly and efficiently, on a cooperative basis.

In Greenbelt, where all the business undertakings - grocery store, drugstore, gas station, valet, barber and beauty shops, and the motion picture theater - are owned and operated cooperatively, a \$5,000 dividend has just been declared.

Two or two fellowships are offered by the Graduate School of Yale University to members of the library profession. These fellowships are designed to enable men and women, already technically competent, to devote themselves to a year's study beyond the limits of a single department but having an organic relation to their careers. The stipend is \$1200, against which tuition fees of \$245 are chargeable. Applications close March 15th.

Chicago University offers three fellowships of \$1,000 each for 1940-41 to its Graduate Library School. Applications must reach the Dean by March 1st. The requirements are: (1) a bachelor's degree equivalent, or approximately so, to that conferred by leading universities; (2) at least one year's work in an accredited library school; (3) at least one year of library experience. Special consideration will be given to publications and manuscripts showing ability to conduct original studies.