COUNCIL MEETING
MINUTES
2004 Annual Conference
Tuesday, June 29, 2004
9:15 - 10:45 am
Orlando, FL

PRESIDING OFFICER
President Carla Hayden

INTRODUCTIONS AND ANNOUNCEMENTS ALA-APA President Carla Hayden introduced Eli Mina, Parliamentarian; Carol Brey-Casiano, ALA-APA President Elect; Keith Michael Fiels, ALA-APA Executive Director and secretary of Council; Elizabeth Dreazen, Director of the ALA Office of Governance; Lois Ann Gregory-Wood, Council Secretariat; Danielle Alderson and Giovanni Rivas, projectionists

THE ATTENDANCE AND VOTING RECORD is attached as Exhibit 1.

QUORUM. A quorum was established at the beginning of the meeting.

AGENDA REVIEW, ALA-APA CD#1.3. The agenda was adopted.

2004 MIDWINTER MEETING MINUTES, ALA-APA CD#2.1 (2004, San Diego, CA). The minutes were adopted.

REPORT FROM THE COMMITTEE ON ORGANIZATION, ALA-APA CD#5.1, Chair Janet Swan Hill

Janet expressed the awkwardness the committee is feeling as COO of ALA and ALA-APA and concerns about the long-term viability of this arrangement.

Voted to approve Action 1 – charge and composition for the ALA-APA Bylaws Committee and the ALA-APA Budget Analysis and Review Committee

Voted to approve Action 2 – membership and provisional charge for the Standing Committee on the Salaries and Status of Library Workers

Voted to approve Action 3 – delete from the ALA-APA rules for committee establishment and appointment the words “No individual shall serve on more than one of the ALA-APA committees or subcommittees simultaneously except as that individual represents the parent committee as a member of the subcommittee.”

Discussion – there is no such restriction in ALA committee membership and ALA-APA Bylaws say it should conform to ALA policies.

Voted to approve Action 8 – the charge and composition of the ALA-APA Certification Program Committee
Voted to approve Action 4 – the Executive Director of ALA-APA prepare an advisory document about the possible conflicts between the conditions of employment between individuals employed directly or indirectly by governmental agencies and service in ALA-APA (an advocacy organization). This would affect Councillors whose term of office begins after the 2006 Annual Conference.

Discussion – The document must not be construed as legal advice. Notice that acceptance of nomination to ALA involves acceptance to ALA-APA. Might some be deprived of service to ALA. Employees responsibility to inquire about conflict of interest. Employers in rare cases prohibit employees from serving as leaders in 501(c)6 organizations. According to legal counsel Goedert, in most cases, the person would serve on 501(c)3 and recuse him/herself from voting on 501(c)6 issues. What if someone changes jobs and their new employer restricts service? When nominating, must one consider who gives the best service to both organizations? ALA allows leaders to file disclosures of conflict of interest. Necessity of a document.

Referred Actions 5-7 to the ALA-APA Bylaws Committee.

REPORT FROM THE STANDING COMMITTEE ON THE SALARIES AND STATUS OF LIBRARY WORKERS, Chair Maurice J. (Mitch) Freedman

The advocacy video “Working @ your library: For Love or Money?” was shown. Mitch explained that the video is meant to empower people and to be used with a toolkit. Mitch raised the issue that the Fahrenheit 911 showing could not be a fundraiser for ALA-APA because of its tax status. Instead, the funds were given to advocacy groups that protect the First Amendment and struggle against the US PATRIOT Act. He expressed happiness that Jenifer Grady is onboard and gave a teaser of programs planned for AC2005 in Chicago, IL, such as a debate, do unions belong in libraries, outsourcing and downsizing, and the union networking breakfast. The committee has an alliance with the Department of Professional Employees (25 AFL-CIO unions) that will be used to research the updated Better Salaries Toolkit next year. He encouraged that $25 donors to ALA-APA will receive the video.

Comments: Aspects of the profession that were missing in the video.

REPORT FROM THE TREASURER, ALA-APA CD# 4.1, Teri Switzer

Tax exempt status was granted to ALA-APA. National Library Workers Day buttons were sold. “Library Worklife” free subscription ended in June. Donations are coming in slowly and a flyer is included in ALA renewals. Contributions increased $4,245 since December 2003. Dynix will contribute $10,000 and $5,000 for an award to the person who has done the most to increase salaries for library workers. Expenses exceed revenues. ALA-APA will publish and there will be revenues from the Certified Public Library Administrator program in 2005.

Discussion – Budget seems overly aggressive to sustain the organization beyond a couple of years. Legal Counsel Goedert said APA could collect dues, or ALA could collect dues on behalf of ALA-APA and turn them over, but ALA cannot turn over its dues to ALA-APA. Associate Executive Director Calloway said the budget was in alignment with the original business plan and that, should revenues not materialize, methods would be used to reduce expenses.

Voted to approve the fiscal year 2005 budgetary ceiling of $302,681.

ADJOURNMENT: 10.45 am.