

(GENERAL)

COMPTROLLER
FILE NUMBER

258992

PETITION
OF

SEATTLE CIVIL SERVICE LEAGUE

FOR A CHARTER AMENDMENT PROVIDING CIVIL SERVICE
FOR NON-PROFESSIONAL LIBRARY EMPLOYEES TO BE PLACED
ON THE NOVEMBER 7, 1967, BALLOT.

FILED SEP 5 1967

C. G. ERLANDSON
COMPTROLLER AND CITY CLERK

BY *W. A. B...* DEPUTY

ACTION OF THE COUNCIL

REFERRED	TO
SEP 5 1967	C/W
REFERRED	TO
REFERRED	TO
REPORTED	DISPOSITION
SEP 5 1967	On File
RE-REFERRED	TO
REPORTED	DISPOSITION

REPORT OF COMMITTEE

Mr. President:

Your Committee of the Whole ~~Committee~~

to which was referred the within... PETITION.....

would respectfully report that we have considered the same and respectfully recommend that.....

the same be placed on file.

CHAIRMAN

Massart

CHAIRMAN

C. F. M.

2830 Benvenue Avenue
Berkeley, California
September 3, 1967

The Honorable Clarence F. Massart
President, Seattle City Council
1106 Seattle Municipal Building
Seattle, Washington, 98104

SEP 5 10 37 AM 1967
SEATTLE CITY COUNCIL

Dear Mr. Massart:

I received your letter of August 31st this afternoon upon my return from Stanford University which I visited for the purpose of studying its new undergraduate library. You request my comments on a letter dated August 30, 1967, received by the City Council from the Seattle Civil Service League.

First of all, let me say that both my predecessor, John S. Richards, and I have always held the Civil Service League in great respect and have encouraged our staff to participate in the work of the League to which city employees, generally, owe a deep debt of gratitude. This is a policy which will be continued in so far as I am concerned personally.

I am, however, perplexed by the statement that on March 30, 1967, the League wrote to the Library Board requesting it to consider the matter of extension of civil service to library employees. I did not see a copy of this letter and this is the first I have heard of such a communication.

With respect to the Charter Amendment Advisory Committee, some months ago a member made inquiries concerning the background for the Library not being included under civil service. I reviewed the history of this with the party who telephoned, and also pointed out that the public library is not unlike that of other educational institutions which are not under civil service, that the Library of Congress is not under the federal civil service, and that by far the majority of public libraries, I believe the percentage is something like 90 per cent, operate outside of the civil service framework of their respective civil service systems.

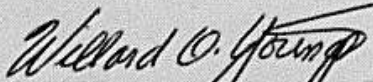
Prior to coming to Seattle, I was employed in a large public library which was under civil service and became personally aware of the difficulties civil service has with staffing a city-wide system of branch libraries with the numerous part-time employees a large library system must rely upon. It is enough to point out that there is a constant turnover among the student pages and junior clericals which is closely related to the calendars of the universities and public

school systems.

Finally, I would suggest that the Civil Service League has been misinformed with respect to the scope of the opinion poll conducted on Thursday, August 24th. Ballots were delivered on that day along with paychecks to all branch libraries and library stations together with instructions that they be marked promptly and returned on August 25th. To my knowledge, they were returned from all save a few of the smaller agencies. The final count should now be in the hands of the Library's personnel officer, Mrs. Harriet McLean, and I will request that this be made available to the Council.

I regret that my absence from the City prevents my attendance at Tuesday's Hearing, but I understand that both the Library Board and the Library staff will be represented.

Respectfully yours,



Willard O. Young, Librarian
Seattle Public Library

September 2, 1967
SEATTLE CITY COUNCIL

SEP 5 11 47 AM '67

Mr. C. F. Massert
Seattle City Council
Seattle Municipal Building
Seattle - Washington

Dear Mr. Massert:

I am a ten-year non-professional employee of a branch library in the Seattle Library system, and would like you to know that the branch employees did vote concerning their desire to be under civil service. According to an article in the newspaper, Bert S. Marriott, Civil Service League president, wrongly contended that the employees of the branches did not participate in the recent survey.

After comparing the rules and regulations of both the civil service and the Seattle Library system, I considered the Library procedure best - and so voted against being under civil service.

We appreciated the opportunity to express our preference and feel that consideration should be given to the large majority who voted against the civil service.

Hoping you will give this matter deliberation,

yours very truly,
(Mrs) Sillan B. Ford

SEATTLE CITY COUNCIL

SEATTLE CIVIL SERVICE LEAGUE
304 MARION STREET SEATTLE, WASHINGTON 98104

SEP 5 8 39 AM '67

September 5, 1967

The Committee of the Whole
City Council
City of Seattle

Honorable Members:

To further supplement the reasons set forth in our letter of August 30 regarding the unfairness of the poll taken, in haste, of a small uninformed group of nonprofessional employees of the Library Department. I would ask your indulgence in the reading of the following paragraph taken from the Minutes of the August 29, 1967 Seattle Library Department Heads Meeting in which they say, among other things:

Mr. Willson said that all the Charter Amendments passed, but the Library Civil Service was rejected by the Council. Mr. Carr of the Library Board insisted on the poll of library employees. (I do not know if this refers to the poll as already taken or to one that should be taken of ALL the employees.) Most of the discussion seemed to agree that the action was unfair, since no one had information on what civil service would mean. Mr. (Ted) Best of the Council was the one who brought the matter up. Miss Harris of the Salary Committee says that they have been trying to bring beginning library pay scales up to that of beginning Civil Service, but each time they meet with success . . . the budget is not approved or other scales are raised."

It is inconceivable to me that the nonprofessional employees of the Library who enjoy our pension system, our group health plan, participate in our Death Benefit, and contribute to Social Security and all the other benefits we, as Civil Service employees, enjoy are NOT. I repeat, NOT Civil Service employees in the classified service, would turn down the opportunity to BECOME Civil Service and to be classified as such.

We know for a fact that there are at least 435, and perhaps more, nonprofessional employees. This figure includes the part-time as well as the full-time employees. It is our humble belief

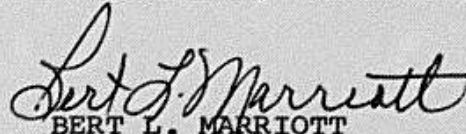
The Committee of the Whole
City Council
Sept. 5, 1967 - page 2

that the morale of the nonprofessional employees would be elevated greatly if they were to be given Civil Service status by the voters of our City in the forthcoming election.

Even Mr. Youngs admits that "Civil Service tends to bring fringe benefits, higher pay and greater job security."

I urge you to give sincere consideration to the approval of Proposition 8 and that you will re-submit it and place it on the ballot for the health, happiness and general well being of our non-professional Library employees.

Respectfully submitted,


BERT L. MARRIOTT
President

August 31, 1967

Mr. Willard Youngs, Librarian
Seattle Public Library
4th Avenue at Madison Street
Seattle, Washington 98104

Dear Mr. Youngs:

Enclosed herewith is a copy of a letter received this afternoon from the Seattle Civil Service League.

Time obviously is of the essence. The City Council will appreciate your comments, or those of the Library Board, on the statements made on behalf of the League and would further appreciate recommendations on this matter.

As time of filing of any charter amendment can be done no later than Tuesday, September 5, comments and recommendation must be received by noon on that Tuesday.

Your immediate attention will be appreciated.

Sincerely yours,

Clarence F. Massart
President of the City Council

CFM:ej
Enc.

P.S. There will be a Committee of the Whole meeting of the City Council to consider this matter at 3:15 p.m., Tuesday, September 5, 1967, and your attendance will be appreciated.

CFM

SEATTLE CIVIL SERVICE LEAGUE

304 MARION

SEATTLE 4, WASHINGTON

August 30, 1967

SEATTLE CITY COUNCIL
AUG 31 4 35 PM '67

Honorable Clarence F. Massart
President
Seattle City Council
Seattle Municipal Building
Seattle, Washington 98104

Re: Civil Service for Non-professional Library Employees

Dear Mr. Massart:

At the August 28 meeting of the City Council a resolution was submitted to amend the City Charter and extend Civil Service to non-professional employees of the library system.

The City Council declined to approve this resolution, apparently because a poll of library employees allegedly indicated that a majority were against extending Civil Service to them. This poll was taken at the instance of Mr. Youngs, the librarian.

Mr. Youngs, in his letter of August 25 to Mrs. Edwards, reporting the results of the poll, stated that "there has been no time for a considered discussion of the questions involved."

You should be advised that on March 30, 1967, the Civil Service League wrote to the library board and requested that the board meet with it and study extending Civil Service to library employees. Unfortunately, neither the library board nor Mr. Youngs replied to the League's letter and offer of assistance. Had they done so, Mr. Youngs would not be in the position of not having full time for a "considered discussion of the questions involved."

On May 31 the Civil Service League wrote a letter to the Charter Amendment Advisory Committee requesting that consideration be given to amending the City Charter and extending Civil Service to non-professional employees of the library department. Again the League offered its assistance to the Charter Amendment Committee but unfortunately, there was no response.

Honorable Clarence F. Massart
President
Seattle City Council
August 30, 1967
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The poll taken by Mr. Youngs did not cover any employees in any of the branches of the library system. The number of employees polled amounted to little more than one-half of all of the employees affected. Even though the employees were given no information nor any time to deliberate, more than one-third favored Civil Service coverage.

The Civil Service League respectfully requests the Council reconsider placing Proposition Number 8 on the ballot for vote of the public in the fall elections.

The policy of the City of Seattle favors Civil Service for city employees. Mr. Youngs' belief expressed in his letter of August 25 to Mrs. Edwards that Civil Service introduces many serious limitations into the public service, and does not assure quality employees, is not borne out by past experience.

Library employees are not paid at the same level as comparable city employees. In fact, it has been the experience that the salary committee of the public library system has repeatedly experienced failure in attempting to obtain equal pay for equal work for library employees.

The Civil Service League respectfully requests that Proposition Number 8 be resubmitted to your honorable body for a reconsideration and approval to be placed on the ballot along with the other propositions amending the City Charter.

Very truly yours,

SEATTLE CIVIL SERVICE LEAGUE


Bert L. Marriott
President

BLM:mlb
cc: Members of the
Seattle City Council