

LOCAL 1321
DISTRICT COUNCIL 37
AFSCME, AFL-CIO

Bookshelf

JAN-MARCH 2021



In This Issue

- 3** Health & Security Helps Members Cope with Stress
- 4** City Agrees to final piece of Sept. 26, 2017 - May 21, 2021 Economic Contract
- 4** New Procedures for Completing Non-Exempt Employee Timesheets
- 5** DC 37 Climate Justice Bicycle Ride
- 6** DC 37 Endorsement for City Council
- 7** City to Postpone Payments to the DC 37 Welfare & Education Funds
- 7** FY 2022 Budget Process Begins
- 8** 2020 Scholarship Winners
- 9** Stephanie Miller Retires
- 10-11** Rest in Peace

COVID-19

One Year Later



JOHN HYSLOP

PRESIDENT'S MESSAGE

Thankfully, Trump is no longer president.

Rarely do I bring up national politics in this forum because I believe this newsletter should focus on issues that affect Local 1321 members' rights to organize, benefits, and representation.

At the national level, many issues are addressed that have nothing to do with libraries and unions, and members have different opinions related to these many issues. Maybe this is, or was, the wrong approach, but it is the one I have taken as the President of Local 1321.

However, none of us can ignore how truly damaging the past presidential administration has been for unions, local government, libraries, reliable and trustworthy information (a librarian's bread and butter), and people around the world who live paycheck to paycheck.

These past four years have been terrible for the millions of middle-class working families, but have been great for billionaires. Our federal government has done all it can to ensure that these wealthy elites grow their wealth and secure their power, while the middle class continued to struggle.

The Department of Labor—the Federal Department that is supposed to protect workers—was filled with anti-union employees who have neglected enforcement of federal labor laws, reduced OSHA's ability to protect workers, and more. The National Labor Relations Board, the body tasked with fairly adjudicate labor disputes, operated under-staffed, and when staffed, it was with people of anti-union beliefs.

The Trump Administration defunded government agencies and hired people who did not believe in government as being for all

the people. They hobbled federal agencies so much that when a federal response was needed regarding the pandemic, they failed the people. Hundreds of thousands of Americans died because of a lack of adequate and appropriate federal leadership. Judges opposed to unions were appointed to fill important vacant seats at all levels, but particularly the United States Supreme Court. The previously presidential administration filled our nation, and world, with lies, hate, and mistrust, something information professionals should be aghast at.

All of this culminated into the sedition perpetrated by Donald Trump and all the insurrectionists who mounted an attack on the Capitol, killing five innocent people, including a police officer. Every one of the attackers must be fully prosecuted to the fullest extent of the law. Our country will come out of this morass, but it will take time. Unfortunately, the lies that Donald Trump has sowed for many years will have lasting effects and will be used by people to terrorize our country for years to come.

But now we have a new administration with a President and Vice President who have promised to be more inclusive, caring, democratic, understanding, compassionate, and most importantly, are pro-union. We have already witnessed this when President Biden nominated Marty Walsh, a union member, as Secretary of the Department of Labor; Janet Yellen, a believer of monetary policy that benefits the vast majority of Americans, as Secretary of the Treasury; and others who truly know that a properly functioning government protects workers.

For the first time since 2011, Washington D.C. is controlled by Democrats who have a majority in the House of Representatives



and split the Senate 50-50. In the latter, in case of a tie vote, Democratic Vice President Kamala Harris casts the deciding vote. All of this ultimately puts the power with the Democrats, the more pro-labor party.

Congress now can, and will, pass laws and budgets that help New York State, New York City, and the rest of our country through this health and economic crisis; benefit workers, save our planet; improve our healthcare; and so much more. They have committed to providing direct aid to struggling local governments, which will have an immediate impact on us and our fellow AFSCME members who continued to provide government services during this pandemic.

President Joe Biden will foster pro-union and pro-labor legislation that will protect workers from corporations who only care about their stockholders, putting profits above people. This Administration promises to be better for workers and we need it.





Health & Security

Helps Members Cope with **STRESS**

Stress is an inevitable part of life and may be due to personal relationships, the workplace, or life changes. Repeated and prolonged exposure to stressful situations may take a toll on our physical and mental health.

Since the COVID-19 pandemic began, many have been experiencing increased emotional stress due to loss, isolation, and uncertainty.

Stress is a combination of thoughts and feelings that arise when we are faced with challenges. Understanding our stress responses and how stress affects us is the first step in learning how to cope.

Signs and symptoms of stress may include anxiety, depression, fatigue, sleep disturbance, appetite or weight change, irritability or anger, difficulty concentrating, headaches, backaches, or chest pain. Since everyone experiences stress differently, it's important to realize the symptoms not only for yourself, but for others around you who might need help.

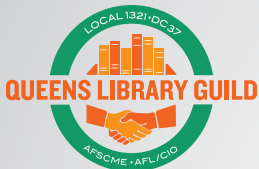
The following are some methods to cope with stress:

- Express your feelings to someone you trust
- Be aware of your limits
- Set reasonable and realistic self-expectations

Learn to assert yourself and say 'no' in a respectful manner when your schedule or to-do list is too overwhelming. Self care, especially during the pandemic, is of the utmost importance.



To contact the DC 37 Personal Service Unit for **confidential** tele-counseling services, please call the Screening Unit at **212.815.1260**, Monday-Friday from 9 a.m. - 1 p.m., or the main number **212.815.1250** from 9 a.m. - 5 p.m.




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 @local1321
www.local1321.org

 [@www.facebook.com/groups/125831805023](https://www.facebook.com/groups/125831805023)
This is a private Facebook group for members only and requires sending a request to be admitted

PRESIDENT	JOHN HYSLOP
Executive Vice President	Margaret Gibson
Secretary	Ann-Marie Josephs
Treasurer	Chinyu Lin
Vice President for Librarians	Sharon Diamond-Velox
Librarian Representative	Elizabeth "Pat" Eshun
Vice President for Clericals	Roma Ramdhan
Clerical Representative	Barbara Halloway
Vice President for Blue Collar	Thomas Wynn
Blue Collar Representative	Andrew Barfield
Vice President for Non-Librarian Professional & Technical Employees	Kyle Douglas

City Agrees to final piece of Sept. 26, 2017 - May 21, 2021 **Economic Contract**

Recently, DC 37 and the City agreed to the final piece of our September 26, 2017 - May 21, 2021 economic contract, the Additional Compensation Fund (ACF). The ACF is a very small amount of money that is negotiated by the City and DC 37's groups of classifications, e.g. Librarian classifications, Clerical classifications, City IT classifications, City Custodial classifications, etc. The locals representing library workers, including Local 1321, participate in the negotiations for Librarian, Library Clerical, and Library Custodial classifications because we represent the majority of the people in them. Local 1321 does not participate in ACF negotiations for other classifications, and relies on other DC 37's locals whose membership comprises mostly of those classifications.

The amount of ACF for a specific classification, is created using a complex process. Basically, the amount is equal to the negotiated percentage (in this case 0.2%) of the total payroll of a classification. If a group chooses to negotiate an ACF called an Addition to Gross (ATG), e.g. longevity, then the calculation includes the number of people in a classification at the time of the longevity.

For the past two contracts, Local 1321's position has been to add money to an ATG longevity called Recurring Increment Payment (RIP). The RIP is a dollar amount given after an annual anniversary. The reason being that when a negotiated percentage pay raise goes into effect, the RIP gets increased automatically (as opposed to other longevity payments - Service in Title or Service in Occupational Group, where the two parties have to negotiate their increase). Any percentage raise will have a greater impact if a RIP is a large value, e.g. 2% raise on \$100 RIP is \$2 and 2% raise on \$200 is \$4. Therefore, our position is also to make one RIP as large as possible.

The ACF for this contract was delayed initially by the City's Office of Labor Relations (OLR). It was further delayed by the pandemic. OLR is finally working its way through the vast number of DC 37's classifications and has gotten to Local 1321's three main classifications; Librarians, Library Clerical, and Library Custodians. The ACF will be retroactive to July 26, 2019. Local 1321 agreed to the following:

- Library Custodians—\$154 added to a RIP for a total of \$454 to be paid after eight years of service
- Library Clerical—\$108 added to a RIP for a total of \$1,357 to be paid after nine years of service
- Librarians—\$174 added to a RIP for a total of \$1,833 to be paid after seven years of service

Thank you for your patience with this.



New Procedures for Completing Non-Exempt Employee Timesheets

Queens Public Library's administration introduced new procedures for completing non-exempt employees' timesheets. The introduction was met with confusion and chaos. Many of Local 1321 members reached out to the President, John Hyslop and the Executive Vice President, Margaret Gibson. Neither were able to answer the questions with clarity, because they both found out about the updated timesheet the same time as its members. Local 1321 sent an email to management, requesting a meeting to discuss issues regarding the new timesheet. We waited a month with no response before Executive Vice President, Margaret Gibson followed up with another email requesting a meeting.

Instead of a meeting, an invitation for a timesheet training was emailed as an all users. Both President Hyslop and Executive Vice President, Margaret Gibson attended the first training that took place on Monday, December 7th. At the conclusion of the meeting, we were more confused about how to complete the timesheets, because many of the questions were not answered.

Local 1321 had no say in the updated timesheet procedures. Please be clear that the Administration has the right to request more reporting, because they are not violating the Collective Bargaining Agreement or its Policies and Procedures.

The additional procedures for completion of the timesheet, is very tedious and time consuming. As a Team Leader and CLM with overall responsibilities for both teams' A & B, along with being actively involved in various committees, it can take from 5 -10 minutes to complete one day on the timesheet. Why does it take that long? I am definitely appreciative that you asked. Now, because I have to document every time I contact someone via text, phone or email, I must review each device and communication to verify the start and end times.

The time spent creating timesheets is a huge burden for staff and everyone believes it is a waste of time. We still have no understanding as to why the Administration is requiring us to do this. We hope that they make this unnecessary task less burdensome.



DC 37 Climate Justice Bicycle Ride



By Kacper Jarecki

2020 wasn't all bad – because the DC 37 Climate Justice Committee hosted its first bicycle ride on November 21st, 2020! The Climate Justice Committee wanted to do something to promote green jobs, including jobs in underserved communities and communities of color. Local 1321 librarians Sarah Gluck and Kacper Jarecki (that's me by the way, how are you? I'm fine, thanks for asking, also if you have any chocolate, please send it to me), after their fun experience riding 200 miles to Philadelphia from NYC earlier in the year on behalf of the ALA Sustainability Roundtable said, "Let's do a bicycle ride! It'll be fun!" It was a beautiful and warm Saturday morning, and the sun was shining brightly and everyone was so happy.

On this ride, there were so many library workers, including guess who -- Local 1321 workers! John Hyslop, the Local 1321 President was there along with Leo Morris, the DC 37 Liaison of Local 1321. Not to disparage anyone, but let's just say between us that Local 1321 is the best local John gave out buttons and cool DC 37 bandanas to all the riders. In addition to a ton of different QPL staff, there was also a retired librarian from Brooklyn Public Library, and he played union songs on his harmonica, and there was a librarian from New York Public Library who heard about the ride and she wanted to join in! One of the co-chairs of the DC 37 Climate Justice Committee was there, Jon Forster, and he actually did the ride on a Citibike – that's not easy, those bikes are heavy, but he did it!

The ride stopped along DC 37 worksites and places of interest, including the East Side Resiliency Project, Jacob Riis Houses on the East River, the Red Hook Water Treatment Plant and Red Hook Houses and finishing up at the Red Hook Library in Brooklyn, where Library Manager Joyce Kowpak welcomed everyone. At each site, there was a fact sheet prepared by DC 37 Climate Justice and we learned so much interesting stuff, including not to take showers during rainy days because it causes sewage overflow into the river killing fish! Since everyone was wearing their green DC 37 bandanas and t-shirts, many people on the street would cheer us on, giving us lots of energy.

The DC 37 Climate Justice mission statement includes: "The DC37 Climate Justice Committee is committed to helping educate, motivate, and organize DC37 members around the issues of climate change and where they intersect with the pursuit of economic, racial and environmental justice."

This year building on our success, we want to do a bigger and greener Spring Bicycle Ride, as well as more fun stuff like a behind the scenes tour at the Bronx Zoo and a visit to the Bird Sanctuary in Jamaica led by fellow DC 37 workers! Please remember that by working in a library, you provide important services to different communities and you are all in one way or another helping foster sustainability, so just by going to work, you are green! And if you want to join the meetings and get involved with DC 37 Climate Justice, please do. Learn more at: www.facebook.com/DC37PeoplesClimateCommittee/



Photo: Jon Forster, Local 375

2021 DC 37 Endorsement for City Council

At the January 2021, DC 37 Delegates meeting, the following candidates were endorsed for the City Council Democratic primary races.

The long process begins with interviews of candidates and are conducted by the DC 37 Political Action Screening Committee. Local 1321 Executive Vice President Margaret Gibson and President Hyslop are members of the Screening Committee. The interviews consist of a screening questionnaire and follow up questions being directly asked by committee members. The Committee makes recommendations based on each candidate's answers, and submits the recommendations to the DC 37 Executive Board, which then votes to recommend that the DC 37 Delegate body endorse the candidates. The candidates who were endorsed demonstrated a commitment to labor, governing New York City responsibly, equitable education for public school students, housing for all, environmental justice, criminal justice reform, and saving libraries. All of the endorsed candidates appear that they would be excellent representatives, and need to be elected.

District 1	Jennie Lam-Low	District 25	Shekar Krishnan
District 2	Carlina Rivera	District 27	Nantasha Williams
District 3	Eric Bottcher	District 28	Adrienne Adams
District 4	Keith Powers	District 29	Lynn Schulman
District 5	Julie Menin	District 31	Selvena Brooks-Powers
District 6	Gale Brewer	District 32	Felicia Singh
District 7	Shaun Abreu	District 33	Lincoln Restler
District 8	Diana Ayala	District 34	Jennifer Gutierrez
District 10	Carmen De La Rosa	District 35	Crystal Hudson
District 11	Eric Dinowitz	District 36	Henry Butler
District 12	Kevin C. Riley	District 37	Sandy Nurse
District 13	Marjorie Velazquez	District 38	Alexa Aviles
District 14	Pierina Sanchez	District 39	Bridget Ann Rein
District 15	Ischia Bravo	District 40	Kenya Handley-Hillard
District 16	Althea Stevens	District 41	Alicka Ampry-Samuel
District 18	Amanda Farias	District 43	Justin Brannan
District 19	Austin Shafran	District 45	Farah Louis
District 20	Sandra Ung	District 47	Ari Kagan
District 21	Francisco Moya	District 48	Boris Noble
District 22	Tiffany Caban		

City to Postpone Payments to the DC 37 Welfare & Education Funds

FY 2022 Budget Process Begins

In Oct. 2020, DC 37 and New York City announced that the City will postpone its payment to the DC 37 Welfare and Education Funds, SSEU/Local 371's Welfare Fund, and Local 372's Severance Related Fund, to avoid layoffs through FY 2021. This follows a pattern other municipal unions negotiated, by which the city defers raises and payments to benefit plans for a no layoff pledge in FY21. This does not have a direct impact on Queens Library Guild/Local 1321 members. However, this deal demonstrates that we may be able to agree to savings to avoid layoffs, if the need arises.

DC 37's Welfare and Education Funds offers us a host of benefits: prescription coverage, legal services, dental and optical benefits, social worker services, audiology services, educational benefits, and more. Those benefits are funded by contributions from the employers of DC 37's members. Obviously, New York City is the largest employer but this group also includes the three library systems, cultural institutions, gardens, MTA, H+H (Health + Hospitals), CUNY, and others. Each employer contributes an amount of money per employee to DC 37's Welfare and Education Funds for them to administer these benefits. That amount is negotiated during the economic negotiations between DC 37 and the City. Since the City is postponing its payment, this postponement only affects city employees. Importantly, we will experience no diminution of Welfare and Education Funds' services from this delayed payment.

As of now, no one is talking about budget cuts that will cause libraries to layoff full-time staff (painfully, libraries have laid off part-time staff). Local 1321 and DC 37 will closely monitor the Mayor's announcements about libraries' budgets for any signs, or statements about cuts that could impact staffing levels. If we learn of anything, we will immediately meet with the Library's Administration to discuss how to avoid layoffs. We will keep the membership apprised of developments.

Furthermore, we have some hope with President-Elect Biden and Vice President-Elect Harris. They have committed to passing a stimulus bill that will help us continue providing all the City's essential services as we navigate through this pandemic and economic crisis.

Millions of people in this country are on their own as they lose their jobs, benefits, homes, and way of life. Unions are vital to our survival. Your local's leadership and DC 37 will continue to fight to protect our jobs, benefits, pensions, and ensure our Library is protecting us as best as possible during this pandemic. As I have always said, our union is only as strong as each members' participation. Let us continue to move forward together fighting for each other, our library, and our customers.

The New York City Charter outlines the City's budget process. The basic steps are as follows: In January the Mayor must issue his preliminary budget. Then, the City Council holds preliminary budget hearings about this proposal. In May, the Mayor issues another proposed budget and the City Council holds another round of hearings. By July 1, the Mayor and City Council must decide on a balanced budget.

Throughout this process, New York City's constituents are given many opportunities to advocate for a piece of the budget. And this is where the power of your union comes into play. The City Council has budget hearings at which the locals' leadership will testify. DC 37 will ensure City Council members know the value its members bring to the city. DC 37 communicates with the Mayor's office to ensure they also know the worth of DC37 members. For six months, political representatives will have consistently heard about how important union members are. This advocacy culminates in June, when the Mayor makes final budget decisions and the City Council decides on how it will spend their allocation.

In the Administration's Jan. 15, 2021, email about the FY 2021 and FY 2022 budgets, we learned the Mayor is proposing cuts to the current and the next fiscal year. The Administration said that we can absorb this year's cut without taking drastic measures, but if the proposed cuts go into effect next year they may have to take drastic measures. This was also the message from New York Public and Brooklyn Public Libraries.

This is going to be an extremely difficult year for us. The City's revenue has been devastated by the pandemic. Tax revenue is down and unemployment is up. Budget watchdog groups are making dire predictions for the City's finances. This is forcing the City to propose service cuts, including cuts to New York City's public libraries.

As outlined above, we have many opportunities to ensure the Mayor and City Council know how important we are to this city. The three library systems made sure that we continue providing library services and offering library branches to help with the pandemic. The Library Systems have testified at City Council hearings. They continue to advertise our services. The four library Locals immediately contacted DC 37's Executive Director Henry Garrido and its Political Action Department to make them aware of the proposed cuts. We will develop strategies to ameliorate the worst of the cuts. In the coming months we will be advocating for each and everyone of us, because we know that library services can only be provided by library staff.

We have partners in the Library Administrations and DC 37. We have a new Federal Administration that is committed to funding state and local governments. Finally, we have a local union and union leadership that is committed to ensuring our jobs are protected and for us to continue providing our current services. And when this pandemic is over and we return to our new normal, we will have the staff to absorb the customers clamoring for our services. We are not alone in this fight.

Committee Announces 2020 Scholarship Winners

Congratulations to **GIANNI RAMOS**, son of **Giannina Ramos — Customer Service Representative at the Flushing branch**, the winner of one of the \$2,500 Local 1321's Scholarship for 2020. Gianni is a student at Hofstra University. The Scholarship Committee was greatly impressed with his volunteer work at Queens Library and other Queens community organizations. Gianni's work demonstrated to the committee that he is committed to community service and academic achievement.

Congratulations to **JEANNIE REN**, daughter of **Julia Tan — Community Library Manager at the Windsor Park branch**, the winner of one of the \$2,500 Local 1321 scholarships for 2020. Jeannie is a student at Columbia University. The Scholarship Committee was greatly impressed with her volunteer work at Queens Library and her scientific research with machine learning and its ethical challenges. Jeannie's work demonstrated to the committee that she is committed to community service and academic achievement.

Congratulations to **SUMIRE KEIRKOSZ-UENO**, daughter of **Lubomira Kierkosz — Community Library Manager at the Broadway branch**, the first recipient of the \$500 Kane Noel Memorial Book Award.

The Book Award is in memory of one of Local 1321's Executive Board members, Kane Noel, who passed away in March 2020, as a result of COVID-19 complications. The Book award was created to honor the work and life of Mr. Noel (see page 11).

Sumire is a student at McGill University. The Scholarship Committee was greatly impressed with her passion for learning. Sumire's work demonstrated to the committee that she is committed to community service and academic achievement.

The Local will be offering the scholarship again for the Fall 2021 school year. The Committee will be mailing scholarship application information early in the spring of 2021. Anyone who is eligible, please apply. The goal of the scholarship is to provide financial assistance towards higher education. Furthering one's education provides an amazing array of benefits. However, the cost of higher education can make achieving that goal difficult, if not impossible. Local 1321 members recognize the challenges and are pleased to offer two scholarships and one book award. Two \$2,500 scholarships will be awarded to the top two students, and one \$500 Kane Noel Memorial Book Award, will be awarded to the student with the third highest score. The scholarships and book award are open to members' children who demonstrate high achievement in academics, community service, and have good moral character.

We need to thank the Scholarship Committee members: John Hyslop, Margaret Gibson, Christine Zarett, Sharla Emery, Jay Dela Cruz, Marissa Richardson. Their volunteer efforts help make the continuation of scholarships a success.



GIANNI RAMOS

"I want to thank the Queens Public Library 1321 Scholarship Committee for granting my son with one of this years scholarships. It is an honor to have been selected, and during these difficult times especially helpful. My family and I are grateful and would like to thank everyone involved."

— **Giannina Ramos**
Customer Service Representative
Flushing Branch



JEANNIE REN



"We are so grateful for the opportunity Queens Library has afforded us and my daughter. She will definitely put this scholarship to good use. Jeannie grew up in the library, so winning this was really meaningful to her. Thank you Queens Library Local 1321!"

— **Julia Tan**
Community Library Manager
Windsor Park Branch



Stephanie Miller Retires



SUMIRE KEIRKOSZ-UENO

"I am honored to be the first recipient of the Kane Noel Memorial Book Award. I hope to be able to honor his legacy by working hard to further my education at McGill University. I'm truly grateful for the opportunity that Local 1321 has granted me!"

Thank You Local 1321

My husband and I would like to express our gratitude to Local 1321 and the whole Scholarship Committee for awarding our daughter Sumire with the Kane Noel Memorial Scholarship! We are truly touched and thankful for your recognition and support!

Regards,

Luba and Watoku Kierkosz

**Lubomira Kierkosz is the
Community Library Manager
Broadway Branch**

In 2005, DC 37's Professional Division assigned to Local 1321, a new DC 37 Representative to assist the Local (every DC 37 local is assigned a DC 37 Representative to help the members and enforce the Local's contract). The president at that time was John Socha, and after introducing Stephanie Miller to Local 1321's Executive Board, Mr. Socha retired the following month. Considering I was the Executive Vice President, I became the acting President. While the local was in the process of electing a new President, Local 1321 was thrown into a fight with the then administration headed by Tom Galante. Stephanie Miller was the Local's new teammate, and as many of you know, she was an excellent teammate.

The prior administration was atrocious, with the administration doing so many things to negatively affect the work lives of Local 1321 members. Stephanie proved to be an excellent ally in many of Local 1321's fights. She is a strong and compassionate advocate for library employees. She has been instrumental in negotiating contracts and side letters.

In addition, Stephanie was vital working with Local 1321 during fights against layoffs, contracting out, and removing Tom Galante. Of course the rat would never have appeared in front of Central Library without Stephanie's husband Pernell.

Eventually, DC 37 recognized Stephanie's amazing ability and promoted her as Professional Division's Assistant Director and then Division Director. As she advanced her career, she never forgot Local 1321.

As a Local, we quickly learned how amazing Stephanie is. Throughout her time as Local 1321's Representative, members of Local 1321 have also learned so much from her. As President of Local 1321, conversations with Stephanie were filled with constructive criticism, that made me a better representative and a better person. I learned that members are first and to always include the members by consistently communicating with them. Additionally, I learned to be more compassionate and more empathetic along with the nuances of being a good labor representative.

Each one of us owes Stephanie a debt of gratitude. In the past two decades Stephanie's presence has been a constant. Fighting for,

advising, bringing key insights, intelligence, compassion, and kindness to her job, and sharing with members. Stephanie is an amazingly kind person, and she will be greatly missed. Local 1321 extends an abundance of joy, peace and excellent health to Stephanie as she takes the journey of retirement.





Rest in Peace



Marjorie Khettab

On April 22, 2020, Marjorie Khettab passed away with her daughter Louisa Khettab by her side. She was interred at New Montefiore Cemetery in [New York City?](#) during a small graveside funeral attended by family and friends in a meaningful and spiritual service led by the compassionate Rabbi Mordechai Zev Hecht. "There will be a memorial service planned for this summer, where we can all gather and celebrate the fiercely loving and brilliant life of my mother Marjorie, may her spirit continue to rise and find its way home," Louisa said.

The family asks that Local 1321 members send their memories and stories of Marjorie to louisark@gmail.com so Louisa can prepare a gift to share at the memorial.

Anyone wishing to make a contribution in her name, "please know that Marjorie's spirit soared and blossomed during her time volunteering and living in service of the animals at Best Friends Animal Society in Utah. I know she would love for your honor and love of her to go toward the interest of improving the lives of God's creatures being cared for and their dignity heralded at Best Friends Animal Society."

Anyone with question can contact Louisa at 917.821.4786.

Lillie Foy

Lillie Foy started in Queens Public Library in 1980 and dedicated 40 years of her life to providing kind and courteous assistance to various Queens communities. She was dedicated to both her work and her church. Everyday, Lillie made it a goal to do her best in anything she encountered. One could witness Lillie holding doors for others, helping the elderly navigate the shelf-check machines, discussing books and movies with those inquiring a good read/watch, and just keeping an open ear to those who needed to talk. Lillie spent her remaining years providing Steinway Library exceptional service. She made friends within the community and her presence was known at the local Starbucks and the bakeries. Lillie was a quiet, gentle, and caring soul with strong convictions. She was self-driven in her daily activities, always keeping aware of others in need. Lillie left an impression on those around her. She will be surely missed.



Rest in Peace

Kane Noel

Reprinted from our first newsletter of 2020. By Kacper Jareck

Before he even knew me, Kane opened up his arms to me. He sent me this message on Facebook a week before I even started working at South Hollis, a week before I even got to meet him:

"I am a computer specialist at the branch so whatever vision you got I got your back. I am happy to have you can't wait for south hollis to be transform into a great place have a great day see you soon."

Kane never had it easy, he had to take care of his health, his sick (late) sick father, his growing family at home. There was a lot on his mind. They say, when you show up to work, you leave your personal issues, like family stuff, at home. What made Kane different is that like it or not, he made you part of his family. I never worked with anyone as warm and loyal and supportive as Kane. I remember one time a customer was getting aggressive with me and coming up real close, and Kane got up from his specialist station and came over and told the customer "If you have a problem, go ahead and take it out on me." The customer left. I was like, "Kane, that was dangerous, you shouldn't have done that." And Kane said, "You're our leader, we need you."

Kane would always go all out – 110%. One time, the Children's Librarian called out sick – so Kane volunteered to read the story time. The kids loved it because he did a puppet show. The English instructor couldn't come in one day. No problem! Kane volunteered to teach the English class. It was a hit, not only was he funny, but he spoke fluent Haitian Creole and was able to get everyone in the class not only learning English, but having fun while doing it.

His computer classes were legendary. Besides basics, like setting up an e-mail, he would show the class how to design a greeting card, how to write up a newsletter, how to do internet research, and he did it in both English and Haitian Creole. And at the end of the course, a computer class graduation ceremony was held, with speeches and certificates and music and hugs. You had to see it to believe it.

When it came to outreach and programming ideas, like anything else, Kane was irreplaceable. He helped organize back to school give-aways for the kids, free turkey give-aways for the community for Thanksgiving, and of course, toy give-aways for Christmas. He was Santa Claus. He wasn't a Santa Clause, he was THE Santa Claus. State Senator Leroy Comrie asked Kane to be Santa for him at his community toy drives – no one else could come close to embody the spirit of Santa better than Kane Noel. And anytime we had any major events at South Hollis Library, it was Kane who was the DJ and MC and host, making jokes, playing music, and making everyone feel at home – making everyone feel like part of his family. He was good to everyone, the customers, the staff, and the whole community, to everyone! He touched and left a mark on everyone he met.

Even after I left South Hollis, Kane still continued to help me. He volunteered to teach a Haitian-Creole class at Cambria Heights Library, and he came over as Santa every year. He organized fun get-togethers. I have a photo in my office of the time we went bowling together after work. We also went to play miniature golf. I wish we could have done more together. There were elections coming up for Local 1321, and I said, "Kane, you should run! You'd be a great advocate for our members." Kane, however, despite all his accomplishments was modest, and said, "I don't know if I can



do it." I said, "What? There's no question you can!" He was still thinking, and the meeting was taking place, so we couldn't talk anymore. A few minutes later I got a text on my phone from Kane, "Bro plz nominate me for a delegate." And the rest, so they say is history!

I remember from time to time while we were talking Kane telling me that he loves me like a brother. And I was always too shy to let him know that I loved him too. I love you, brother, and I hope we can hang out soon!

Queens Library Guild, LOCAL 1321

DC 37, AFSCME, AFL-CIO
125 Barclay Street
New York, NY 10007

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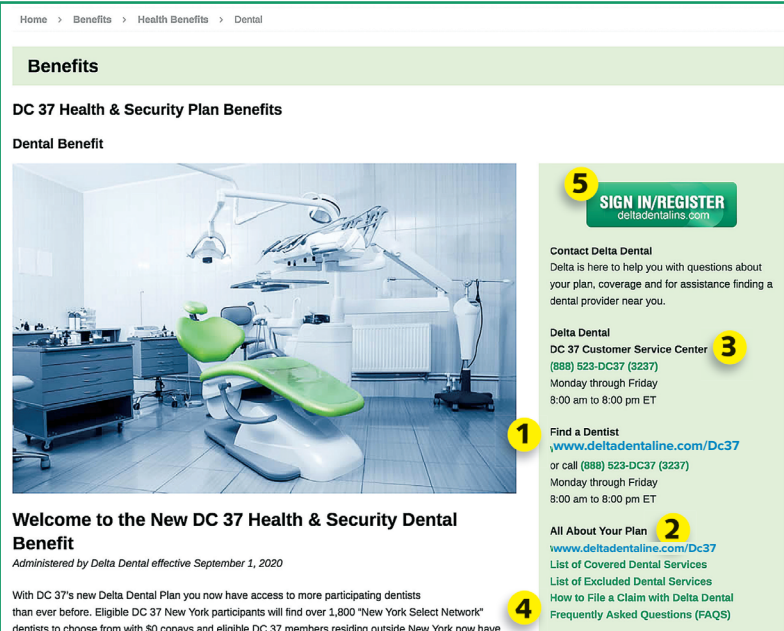
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Benefits

DC 37 Health & Security Plan Benefits

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