

Evanston Public Library Board of Trustees

MEETING MINUTES

Wednesday, December 18, 2024 at 6:30 PM

Main Library, Community Meeting Room, and remote

Members Present

Samia Amamoo, Arikpo Dada, Tracy Fulce, Cate Huggins, Michelle Mills, Meghan Shea, Terry Soto, and Esther Wallen.

Members Absent

None

Staff Present

Ellen Riggsbee, Heather Norborg, Sameer Notta and Yolande Wilburn

Presiding Member

Tracy Fulce, President

Call to order/Declaration of Quorum.

President Fulce called the meeting to order when a quorum of Trustees was established at 6:30 p.m.

Land Acknowledgement

Read by Trustee Soto

Citizen Comment

Lorena Neal, Irene O'Neal

Written Comments and the AFSCME signature petition are attached

Consent Agenda

- A. Approval of Management Committee Meeting Minutes November 20, 2024
- B. Approval of Regular Board Meeting Minutes November 20, 2024
- C. Approval of Finance Committee Meeting Minutes December 10, 2024
- D. Approval of Facilities Committee Meeting Minutes December 11, 2024
- E. Approval of Bills and Payroll

Motion: Trustee Mills moved, seconded by Trustee Huggins, to approve the consent agenda with corrections.

Correction: Michelle Mills read the Land Acknowledge under Management Committee Meeting Minutes on November 20, 2024.

Correction: November 20, 2024, Regular Board Meeting Minutes page 6 under unfinished business, "Only President shall be bonded, not the Vice President."

Correction: The date of the Finance Committee Meeting Minutes should be December 10, 2024, not November 10, 2024.

Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Mills, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

Library Director's Report

(Distributed in Advance)

Staff Report

- A. Administrative Services Report (Distributed in Advance)
- B. New Website Presentation by Ellen Riggsbee.

Board Reports

- A. President's Report
- B. Finance Committee
- C. Management Committee
- D. Facilities Committee
- E. DEIB Committee

Unfinished Business

- A. State Per Capita Grant Checklist (Action).
Motion: Moved by Trustee Wallen, seconded by Trustee Dada, to approve the State Per capita grant checklist as amended.

Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Mills, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

New Business

- A. Envision Evanston 2045 (Discussion)
- B. Approval of the Janitorial RFP Selection (Action)
Motion: Moved by Trustee Huggins, seconded by Trustee Shea, to approve the Janitorial RFP Selection.

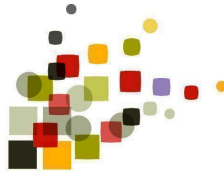
Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Mills, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

- C. Approval of additional funds for Johnson Controls Fire System Maintenance at the Main Library (Action).
Motion: Moved by Trustee Mills, seconded by Trustee Huggins, to approve the additional funds for Johnson Controls Fire System Maintenance at the Main Library.

Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Mills, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

Executive Session

Motion: Moved by Trustee Fulce, seconded by Trustee Mills, to go into executive session for personnel matters at 7:13 pm.



Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Mills, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

Motion: Moved by Trustee Huggins, seconded by Trustee Shea, to move the closed meeting minutes review until the January meeting and to adjourn the executive meeting. *Mills left at 8:25 PM and was not present for the vote.*

Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

Adjournment

MOTION: Moved by Trustee Soto and seconded by Trustee Huggins to adjourn. A voice vote was taken—all ayes. No nays. Motion carried. The meeting adjourned at 8:32 p.m.

Roll call vote taken Trustee Amamoo, Trustee Arikpo, Trustee Dada, Trustee Fulce, Trustee Shea, Trustee Soto, and Trustee Wallen voted aye. No nays. Motion carried.

Submitted by

Esther Wallen, Secretary
Evanston Public Library Board of Trustees

MaryKate Schneider:

I was an employee of Evanston Public Library for 3.5 years, and was forced to resign this fall because of the shift changes insisted on by library management. It was a months-long battle with admin to get them to comply with our contract and ensure that the majority of staff members were able to retain schedules that worked for them. As a part-time staff member, I was not afforded the same protections as full-time employees around shift changes. Thus, management was able to find ways to insist on a schedule change that I had made clear I was unable to accommodate given my outside work and responsibilities. I emphasized this time and time again over the course of months, but was repeatedly told I had no other option but to “figure it out.” I was the only member of my department who was not given any viable scheduling options, and as such had no choice but to resign. I left an amazing team of colleagues and a job I loved, one I would not have otherwise left, solely because of these changes and the refusal to adapt to employee needs.

Tracy Olasimbo:

I'm here today to share details and perspectives regarding the Union Contract, different forms of retaliation, and the impact it has had on our ability to work with the community. I would first like to state that as I stand here speaking to you all, my anxiety levels are extremely high as I am concerned that there could be retaliation and/or drastic changes that can impact myself as well as my colleagues. However, I do believe that it is important that what is happening is brought to light, especially since these efforts to evade following the contract, specifically honoring overtime and shift differential, are ongoing

As conversations progressed over the past several months about the union contract and library policies, it was made very clear to us that leadership was not abiding by the agreed upon contract. We have always been told that overtime and shift differential is not a library policy, although the contract specifically states that these apply to library employees.

As staff began to ask questions, the retaliation began in the form of frequent schedule changes and policy changes, not to mention disparaging the union. Staff were given sudden shift change notifications, which led to conversations with union reps and leaders. Then there would be a labor management meeting, where the issues raised would seemingly be resolved. From there, library leadership made additional retaliatory policy changes around programs and schedules. For example, after a labor management meeting, staff, specifically those required to conduct community engagement and outreach, were told that if they attend a community program outside of

our regular shift schedule, then they will have to work a full 7.5 hours shift instead of just a couple of hours for that specific community event. And to avoid overtime, we had to take a day off during that same week because adjusting for a few hours and receiving shift differential was no longer allowed. A colleague and I were invited to support a Ridgeville program on a Sunday morning for two hours, plus 30 minutes for setup and 30 minutes for cleanup. We were informed about this “new” policy that Tuesday and we decided to take off Thursday. We submitted our timesheets with the shift differential that Wednesday. Late Friday afternoon, our manager at the time emailed us to remove the shift differential for the Sunday event, as it was not approved to pay us. I contacted our Union president and informed her of what was going on. In the end, we had to get the City of Evanston Legal and Human Resources departments involved to ensure library leadership abided by the contract and paid the required overtime and shift differential. Even worse, my colleague didn't find out until almost a month later that they were owed shift differential for that day.

Then guess what happened afterwards... We received more shift change notifications. Then there would be another labor management meeting that seems to resolve the issue, and within a week's time, staff would be hit with more policy changes or more shift change notifications. Then there would be another labor management meeting and this cycle would continue. All of this just to avoid paying the 5% shift differential for a few hours.

As a single mother, these continuous shift changes can be extremely difficult. With the new round of schedule shifts and program policy changes, I have to now close every Wednesday evening because I host a successful program the fourth Wednesday of each month. Now I have to find help to get my son to and from his extracurricular activities, get dinner for him, etc. on four extra nights per month, instead of the library paying the \$5.28 I would earn for the shift differential for my once per month program. I have to come out of pocket far more than \$5.28 to hire help to support the needs of my son. Can you imagine many other staff members have to overcome similar inequities? Not to mention, It is clear that the changes were retaliatory, and not to support operational needs, as these changes leave many holes in our daily operations schedules. For example, we have one clerk scheduled to open every Saturday at Crown due to the schedule changes.

Now to the new program policies... We are now only allowed to host our own programs during our scheduled shift and during library hours. So, programs like Black Family Game Night, Latino Family Game Night, Sip & Paints, Celebrate the National Crown Act with EPL, Spa Day, community talks and other family programs that typically happened during the evening and weekend hours, can now only happen during my new schedule.

I wonder what a Game Night would be like between the hours of 9:30pm - 5:30pm or on Wednesday night, which is also a school night? I wonder how many hair stylists and barbers, who donate their time, will be able to show up during their peak business hours? Programs that the community raves about and have brought community members closer to the library will no longer be able to happen or no longer have the same impact they once had. Celebrate the National Crown Act w/ EPL cost the library \$8.44 for me to host it on Sunday. The American Library Association has reached out to me about that specific program to discuss its uniqueness, and wanting me to provide a written tutorial on how to conduct a similar program, but under EPL's new policy, that program could not take place in our community anymore, all over \$8.44. What will happen to the End of Summer Bash that takes place on Saturday and garners more than hundred and fifty participants and brings so many community groups together? What about our Friday nights with DIME Dance that historically bring over 100 people? The library risks wasting years of hard work building community and increasing engagement, all to avoid paying a few extra dollars to the staff that makes this happen, as required under the contract.



Support the Evanston Library AFSCME Staff

AFSCME members have strong ties to the City of Evanston and care deeply about the community we serve through our work at the library. We support both our members and the patrons to have a safe library environment. We support the ability to continue providing the quality programming and events the Evanston community deserves. And we support our member's rights through the collective bargaining agreement and ask that Library Management respect these rights as well.

Timestamp	Please sign the petition to show your support!
12/10/2024 10:11:35	Eileen Oneil
12/10/2024 10:51:49	Yes
12/10/2024 10:51:50	K. Donohue
12/10/2024 10:52:42	Alec Schueneman
12/10/2024 10:56:25	Mariana Bojorquez
12/10/2024 10:57:32	Naomi Garcia
12/10/2024 11:00:51	Dave Brischetto
12/10/2024 11:03:08	Bradley kolff
12/10/2024 11:15:25	Nela Saric
12/10/2024 11:29:50	Chris Bain
12/10/2024 11:32:51	Karina Andrus



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Timestamp	Please sign the petition to show your support!
12/10/2024 12:36:18	Jocelyn Velazquez
12/10/2024 12:58:08	Khalid Lastic
12/10/2024 13:06:21	MG
12/10/2024 13:06:58	Mitzi Gibbs
12/10/2024 13:07:59	danimalwar@gmail.com
12/10/2024 13:09:26	Martin Melendez Jr
12/10/2024 13:09:31	I, Gerald Franklin, support the Evanston Library workers.
12/10/2024 13:11:21	Angeline M Tomcik
12/10/2024 13:12:20	Dan Kwiecinski
12/10/2024 13:15:25	Chorine Alston
12/10/2024 13:19:21	Jermaine Erving



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12/10/2024 13:24:15	Renee Schodosky
12/10/2024 13:26:38	Joseph Cesario
12/10/2024 13:29:21	Kevin Villegas
12/10/2024 13:29:23	Jorge Rosales
12/10/2024 13:29:41	Lorena Neal
12/10/2024 13:30:07	Daniel C Kriho
12/10/2024 13:36:41	Tracy Olasimbo
12/10/2024 13:47:37	Mark Burnley
12/10/2024 13:55:11	Jon Hahn
12/10/2024 14:00:01	Daniel Kwiecinski
12/10/2024 14:31:35	Jo Machado



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Timestamp	Please sign the petition to show your support!
12/10/2024 14:56:24	Jaime Avila
12/10/2024 14:56:48	Lisa M. Dallas
12/10/2024 15:17:28	David Evans
12/10/2024 15:49:48	Edgar mancera
12/10/2024 15:59:06	Don Davis
12/10/2024 15:59:11	Todd R. Galvin
12/10/2024 15:59:27	James Kraatz
12/10/2024 16:02:05	Adam Theis
12/10/2024 16:11:50	Willie Dixon
12/10/2024 16:16:04	Dejuan Hammell
12/10/2024 16:19:03	Higinio Valenzuela



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Timestamp	Please sign the petition to show your support!
12/10/2024 16:22:46	Yes, support
12/10/2024 16:24:05	Yes
12/10/2024 17:01:40	Brian Wormington
12/10/2024 17:07:17	Andrew Watkins
12/10/2024 17:08:13	Uri Pachter
12/10/2024 17:27:09	Ray Wade
12/10/2024 17:55:02	Tera Davis
12/10/2024 18:02:30	R Sindelar
12/10/2024 22:43:43	Michael Griffith
12/11/2024 1:01:32	Chappell Arnold
12/11/2024 5:11:22	Jake Brown



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12/11/2024 6:22:28	Yes
12/11/2024 6:32:40	Jonathan Mancera
12/11/2024 6:52:41	Brian Bonner
12/11/2024 8:20:51	Mark Turenne, Jr.
12/11/2024 9:03:25	Aaron L Perrin
12/11/2024 9:23:35	Ivery brown
12/11/2024 9:46:19	Tony Galati
12/11/2024 10:24:26	Nani Boyce
12/11/2024 12:11:14	Michele Ho
12/11/2024 12:49:08	Antoinette C Prichett
12/11/2024 14:05:42	Mike Deleskiewicz



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12/11/2024 14:12:49	John Diaz
12/11/2024 14:34:24	D. Cooley
12/11/2024 14:55:10	Nichalos Hayes
12/11/2024 17:38:03	Ingrid Eckersberg
12/12/2024 4:57:11	Donavon Pommells
12/12/2024 8:51:43	Robert pompey
12/12/2024 14:27:12	Antonio Guzman
12/13/2024 9:08:12	Wenneth Ogunremi
12/13/2024 9:08:29	Tony Galati
12/13/2024 10:12:27	Eric Parker
12/13/2024 15:44:10	Kenneth Powell



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12/13/2024 18:26:25	Louis cifuentes
12/14/2024 13:08:20	Heather Lindahl
12/14/2024 13:23:01	Katy Jacob
12/14/2024 17:53:10	Linda Smith Balla
12/15/2024 11:57:03	Patricia Denson
12/15/2024 13:43:45	Mario Wilson Sr
12/16/2024 9:29:37	Tera Davis
12/16/2024 9:36:17	Brennan McCarthy
12/16/2024 9:52:26	Kelly Young
12/16/2024 9:59:43	Yes
12/16/2024 11:04:27	Please respect all the rights and well being of all the employes. Cam Bergendorff



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12/16/2024 11:09:09	Lamar Nicholson
12/16/2024 14:52:29	Martha Meyer
12/16/2024 15:08:39	Renee Schodosky
12/16/2024 16:32:36	Eric Parker
12/16/2024 19:58:42	Hiranmayi Bhatt
12/16/2024 20:17:11	Marlene A. Meyer
12/16/2024 23:18:58	Yes
12/17/2024 10:21:27	Maribel Rivera
12/17/2024 11:39:43	Sergio Gonzalez
12/17/2024 13:19:55	Clio Reid
12/17/2024 13:59:06	Robert Szczerba



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12/17/2024 22:07:23	David Schousboe
12/18/2024 4:23:31	Norh Robinson III
12/18/2024 6:05:35	Jonathan Mancera
12/18/2024 7:55:42	Brian E. Wilson
12/18/2024 8:48:10	Caroline Nakic
12/18/2024 9:26:57	Irene Williams
12/18/2024 9:27:06	Heather Ross
12/18/2024 10:10:05	Bridget Petrites
12/18/2024 14:11:32	William Turner
12/18/2024 14:26:46	Yes