



Statement regarding CSEA

On June 6, 2023, the Goshen Public Library Workers Organizing Committee requested in a letter that the Goshen Public Library & Historical Society voluntarily recognize the Civil Service Employees Association, Local 1000 AFSCME, AFL-CIO (CSEA) as the exclusive representative for the purpose of collective bargaining of a unit of full-time, part-time, substitute, and casual employees, as identified in the letter. The Library responded to the letter with a request for additional information on July 3, 2023.

The Library recognizes the statutory right of public employees to organize as a union. We are in the process of reviewing the correspondence received and the appropriateness of the proposed bargaining unit and will comply with our obligations for response. If or when CSEA is certified as the exclusive representative for a designated bargaining unit, the Library would expect there to be a collaborative working relationship with CSEA, as we have had with our employees over the years.

While we respect the Goshen Public Library Workers Organizing Committee's request, and their right to seek to organize the Library, we believe that it would be helpful to share some information about the Library's past and current commitment to its employees regarding wages, benefits, and working conditions.

As a public library and civil service employer, our employees' class, tenure, seniority, transfer, retention, and employment rights are governed by the New York State and Orange County Civil Service laws and regulations.

The Library currently provides competitive or above-market wages and leave policies for its staff, including moving a number of part-time employees to a wage of \$15.00/hour on July 1, 2023 in anticipation of the January 1, 2024 New York State minimum wage increase.

In addition to providing full-time staff with vacation, personal, bereavement leave, and sick time, the Library also provides thirteen (13) paid holidays each year. Health insurance, including vision insurance, is currently provided by the Library at **no cost** to full-time employees with single coverage, and the Library pays 75% of the cost for those full-time employees seeking family coverage. The Library has fully funded its New York State and Local Retirement (NYSLRS) contributions and retiree medical obligations. Additionally, the Library provides opportunities for additional training and conference attendance, for

which the Library pays, as well as paying professional association membership fees for librarians.

During the Library's emergency closure due to COVID-19, **all** employees received full wages for normally scheduled hours, regardless of their ability to work while the building was closed. Not one Library employee was laid off or furloughed due to the COVID-19 pandemic.

At this time, the Library is working to deliver on the promises made to the Goshen Central School District taxpayers when the bond referendum was passed in 2015 to provide for the construction of our new building. We appreciate the support the community showed us in passing that referendum. Open 64 hours a week (60 during the summer months), the Library seeks to provide innovative and outstanding programs and resources to our community to encourage and support life-long learning and community engagement. The move from our old, cramped building to a 21st century facility in 2019 meant that many changes had to be implemented, including changes in staffing and staff schedules to support our programs and community needs. Those changes were long delayed due to the disruption caused by the pandemic, which began just months after moving into the new building. This commitment to our community requires that, for example, our staff now share the responsibility for weekend and evening shifts when the Library is open to serve our working patrons. The Library Board is also committed to closely examining operating costs and controlling increases in the annual budget, which is funded by taxpayers.

The Library remains committed to our employees and to our community. You can learn more about our work and goals at www.goshenpubliclibrary.org (See Board of Trustees – Meeting Agenda for monthly reports and our 2023-2025 Plan of Service). We will keep our patrons informed here of any further developments.