

Loudoun County Public Library Board of Trustees

AGENDA: LBOT Special Meeting October 2021

7:00 p.m. CALL TO ORDER

MOMENT OF SILENCE

COMMENTS

Public Comment
Board Comment
Director's Comment

AGENDA CHANGES

INFORMATION ITEMS

II 01 Library Governance Discussion

CLOSED EXECUTIVE SESSION (if needed)

ADJOURNMENT

Remote access via WebEx for the Library Board of Trustees Meeting

Library Board of Trustees Meeting
October 6, 2021 @ 7:00 PM

Event Address: <https://loudoun-gov.webex.com/loudoun-gov/onstage/g.php?MTID=e85c5817a28157129e17164194e08978e>
Password: LBOT

Telephone Access
Call 1-844-992-4726
Enter access code: 2344 122 6832#

DATE & TIME: October 6, 2021, at 7:00 p.m.

LOCATION: 102 North Street NW Suite A Leesburg VA 20176

ACCOMMODATIONS: To request a reasonable accommodation for any type of disability, please call 703-737-8468. Three days prior notice is requested.

Loudoun County Public Library Board of Trustees
INFORMATION ITEM SUMMARY: II01 Library Governance Discussion

SUBJECT:	Library Governance Discussion
CONTACT:	Chair Christina Olorunda
ACTION DATE:	October 06, 2021
RECOMMENDATION:	Chair Olorunda will provide an overview of the Board of Supervisors' (BOS) discussions about LCPL governance at the BOS September 21, 2021 meeting. Chair Olorunda will then open the floor for the Trustees to share their perspectives on this topic.
BACKGROUND:	<p>At the September 21, 2021 BOS meeting, BOS Chair Randall made a motion to change the governance of LCPL.</p> <p>Here is the link for the video of the September 21 BOS meeting: https://loudoun.granicus.com/player/clip/6768?view_id=77&edirect=true</p> <p>The discussion about the LBOT starts at 3:01:14 and ends at 3:08:42.</p>
ISSUES:	
FISCAL IMPACT:	
DRAFT MOTION:	
ATTACHMENTS:	
NOTES:	
ACTION TAKEN:	

Collective Bargaining - LCPL employees

Recommendation: Request the Board of Supervisors (BOS) to consider an alternative legislative agenda to amend Virginia Code Section 40.1-57.2 (Collective Bargaining), to specifically include language referencing governing library boards among those entities that may collectively bargain with employees. This alternative legislative agenda would promote a collaborative effort between the BOS and the Library Board of Trustees (LBOT) to accomplish the collective bargaining objective without losing the benefits of a governing library board.

Background: In late 2020 and early 2021, the BOS requested staff to conduct research on the question of library governance/form of government. During this time, LBOT established an *ad hoc* committee on library governance in an effort to explore alternative methods of achieving operational goals (*i.e.* collective bargaining) without resorting to measures that would eliminate the library board as a governing entity. A full discussion on this matter was never held as the item was taken off the BOS November 5, 2020 agenda and only recently resurfaced at the BOS September 21, 2021 meeting.

As outlined in County Staff's September 21, 2021 report to the BOS, Virginia's newly adopted collective bargaining "...statute does not make a specific reference to library boards of trustees...[t]herefore, there is no grant of authority in the statute to permit the LBOT to collectively bargain with its employees." Given that the Virginia General Assembly did not make a specific reference to governing library boards by including or excluding them, as they did with school boards and constitutional officers, it may have been a simple oversight. However, the absence of specific language in the statute creates a problem with its application to library employees that will affect other local governments within the Commonwealth, not just Loudoun County. According to data from the Library of Virginia, there are ninety-four (94) library systems within the Commonwealth. Of the ninety-four (94) library systems, at least sixty-seven (67) have a governing library board that would be impacted by this legislation. Without the express language adding governing library boards among those entities that may collectively bargain with employees, there will be inconsistencies throughout the Commonwealth as some jurisdictions, such as Fairfax County, will allow their library employees to collectively bargain while retaining a governing library board, while others will not. Loudoun has the opportunity to take the lead in devising a solution that continues to support governing library boards while permitting library staff to collectively bargain - helping to solve this problem not just for Loudoun, but sixty-seven (67) other library systems within the Commonwealth.

Further information pertaining to the topic of library governance can be found in the BOS April 20, 2021 meeting packet and LBOT's November 18, 2020 meeting packet, Information Item #2 (which includes attachments from the October 12, 2020 BOS FGOEDC meeting, from the November 5, 2020 BOS meeting, Supplemental Information, Letter from VLA, and Letter from ALA & United for Libraries).

Proposed Motion: I move that the Library Board of Trustees request that the Board of Supervisors amend its legislative agenda to seek an amendment to Virginia Code Section 40.1-57.2 (Collective Bargaining), to include governing library boards among those entities that may collectively bargaining with employees, together with such additional amendments, if any, as are necessary to enable a governing library board to delegate to, or utilize joint collective bargaining efforts with, the governing body of the locality.